

The Conference Board MANAGEMENT RECORD

OCTOBER, 1943

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National Industrial Conference Board, Inc.

VOL. V, No. 10

A Glance at this Issue

She's Stronger than You Think

When women replace men on "men's jobs," the question of what weights they can safely lift becomes important. Various maximums have been established by state law or by executive dictum ranging, according to a recent CONFERENCE BOARD study, from 3 pounds to 75 pounds. The top figure, if such weights were juggled frequently, would take a hefty lass, but whoever set the 3-pound limit never saw a woman practically carrying an ardent but awkward buck over a dance floor or struggling home from the store with an immense bag of groceries on one arm and a sizable baby on the other. Many of the problems that arise in the employment of women on men's jobs are discussed in "Wartime Pay of Women in Industry," beginning on page 402.

White Collar Salaries

With war plants beckoning with high wages, even for beginners, and the military service auxiliaries appealing for recruits, office salaries are becoming as much of a problem as factory wage rates. Every office executive wonders how the salary ranges in his company compare with others, although his freedom of action is rigidly limited by the War Labor Board and the Salary Stabilization Unit. But, anyhow, he wants to know, and for his benefit the results of the July survey of clerical salaries conducted periodically by THE CONFERENCE BOARD are given beginning on page 408.

Manpower Dilemma

Ten years ago the unemployed were asking, "Brother, can you spare a dime?" Today the employers are pleading, "Brother (or Sister), can you spare some time?" So completely has the employment-unemployment situation reversed itself that "acute manpower shortage" and "scraping the barrel" have replaced as

catch phrases "army of the unemployed" and "permanent labor surplus" of a decade ago. But today it is no social-economic phenomenon to be discussed learnedly and leisurely; it is a question of meeting production needs to win a global war. Views of some industrial executives regarding means of alleviating the labor shortage are presented on page 406.

Collective Bargaining Sidelights

NLRB upholds discharge of union organizer for union solicitation during working hours because he had several times been warned not to do so. In another case such a discharge was voided because no warnings had been given An AFL union agrees to have cost of checking off dues deducted from amount turned over to the union A union contract specifically provides that no change of ownership or plant location shall be ground for altering any provisions during the life of the contract UERMWA (CIO) issues guide to members advocating time-study and job-evaluation plans. (See page 411.)

Striking against What?

Time was when strikes were the result of failure of management and union to agree on wages or working conditions. There were, of course, jurisdictional strikes when the employer was merely a passive observer and victim, but mostly the employer was the one at whom strikes were aimed. But times have changed. Now it is the slowness of government agencies in ruling on wage questions that accounts for a substantial number of strikes. Another reason that would have sounded strange a few years ago is the return of private properties to their owners. And there are still plenty of disputes due to dissatisfaction with internal company policies. (Page 434.)

Wartime Pay of Women in Industry¹

ACCORDING to the latest estimates of the War Manpower Commission, there are fourteen and a half million women in continental United States employed in nonagricultural industry. This is the estimate for the month of September, when approximately one-third of all factory workers were women. The proportion is growing steadily.

Of this rapidly expanding force, an increasing number of women are being placed on jobs formerly held by men or undertaking work comparable to that which through the years had been thought of only in terms of male employees. The characteristics which once served to differentiate work for which women are hired from that for which men are employed have been swiftly disappearing. Women no longer are working only in the more pleasant surroundings, in the safer occupations, handling the lighter materials and on tasks requiring little skill. If such is descriptive of "women's jobs," there is little question but that thousands of women within recent months have definitely crossed the line into men's preserves.

Women working alongside men on the same tasks have brought up anew the matter of compensation. Disappearance of the attributes which served to differentiate the factory jobs held by men and women have challenged maintenance of separate wage scales.

Fairly early after our entrance into the present war, various governmental agencies, including the Department of Labor, the Army, the Navy, and the War Production Board, lined up in support of the policy of paying women wages equal to those paid men, if they performed equal work. The state of Washington and, more recently, Illinois passed laws requiring that in cases where women perform the same work as men they should receive the same rate of pay, and after long litigation a Michigan legal requirement of this nature was upheld by the courts.

The most influential government agency in guiding wage policy as it relates to women replacing men or doing comparable work has been the National War Labor Board. In a series of basic rulings in the fall of 1942,² the board made clear its adherence to the principle that women should be paid the same wage rates as men for work of comparable quantity and quality in comparable operations, and in ensuing directives the board has consistently reiterated this "equal-pay" policy.

In defining "equal work" a problem of measurement is introduced, particularly when the job has been changed in some respect to adapt it for a woman worker—

¹This article is based on *Conference Board Reports, Studies in Personnel Policy* No. 58, of the same title, October, 1943.

²Significant features of these early directives, including those in the Norma-Hoffman Bearings Corporation decision, the Brown & Sharpe case and the General Motors Corporation directive, were described in an article, "Equal Pay for the Woman Worker," in *The Management Record* for January, 1943.

through provision of assistance, for example, either manual or mechanical, or through removal of certain operations or responsibilities which formerly appertained to the job. There may be instances in which women working alongside men on the same operations receive less than male workers because the supervisor considers their skill less and fails to advance them within the rate range as rapidly as men.

At certain points, however, it is possible to arrive at a fairly accurate measurement of whether the equal-pay principle is being applied to women workers. Differences in skill, for example, may be discounted as a basis for compensation in the case of a man with no previous training and a woman with no training who apply for a job with a company. Is the unskilled female worker paid the same entrance rate as an unskilled male worker hired for a similar job? When a plan is in force of automatic progression from the hiring rate to the base rate paid for a job, is the schedule of increases such that the woman worker reaches the base rate in the same number of weeks or months as a man, or is the period of progression longer for the female worker? How far is the woman allowed to advance? Is there a plan for continuous upgrading, or is she kept at jobs carrying lower rates than those for which men are permitted to qualify?

By answering such questions, through an analysis of practices of a cross section of companies employing women for work comparable to that done by men, THE CONFERENCE BOARD has endeavored to provide a measure of the extent to which the equal-pay-for-equal-work policy has been adopted.

The companies selected for the survey were chiefly those in what is known as the "heavy industry" group, which before the war had employed few, if any, women workers. Of the 155 plants which provided information for the study, two-fifths had hired no women before the war. In three-fifths of the plants which had hired women employees, women made up less than a fourth of the total workers. Of the 655,808 employees at the end of March, 1943, in the 150 plants which supplied employment figures, 27.7% were women. More than 50% of the women, in nearly three-fourths of the plants surveyed, were doing work comparable to men's.

HOW MEN'S JOBS HAVE BEEN CHANGED

In altering jobs to make them suitable for women, the chief considerations have been to reduce the training period necessary and to bring the work within the physical capacity of women. The principal changes reported by the companies covered by the survey are shown in Table 1.

As indicated by this compilation, most changes have been made to assist women with the lifting or moving

of heavy materials. The point at which assistance is needed has been a moot subject. A few states have tried to provide guidance on weight lifting through passage of laws, but the fact that the limits in these laws vary from 15 pounds to 75 pounds has proved discouraging to the personnel director. Instructions for the preparation of Manning Tables name 35 pounds as the maximum weight which women can handle unaided.

TABLE 1: CHANGES MADE IN MEN'S JOBS

Change	Number of Companies	Per Cent of Companies
Male assistance supplied.....	109	70.3
Removal of set-up responsibility.....	84	54.2
Jobs simplified.....	80	51.6
Mechanical aids supplied.....	48	31.0
No change made.....	48	31.0
Women employed on light work only.....	3	1.9

Of the 155 plants covered in THE CONFERENCE BOARD survey, 129 have established maximum weights that women workers may lift, without assistance, in the course of their work. The range of maximum weights was even greater than in the case of the state laws, with 3 pounds as the lightest weight and 75 as the heaviest. The largest number of plants, however, a third of the total, have established 25 pounds as the maximum weight to be lifted, without help, by their women employees. Thirty-five and thirty pounds were the weights next most frequently mentioned.

While more than half of the plants surveyed indicated that they had changed at least some of the jobs filled by women by removing responsibility for setting up the work, a number emphasized that as soon as their women operators were properly trained, set-up would be included as part of their job. In a few plants, women were successfully filling the job of "set-up man."

HOURS AND SHIFTS WORKED BY WOMEN

The 6-day, 48-hour week is by far the most prevalent operating schedule among the companies surveyed. Women on men's jobs or on comparable work are normally working 48 hours a week in nearly 55% of the plants, from 40 to 47 hours in about 30% of the plants, and from 49 to 60 hours in 15% of the plants. They are working round the clock, on all shifts.

Only 9 of the 155 plants covered by the study are operating under a single-shift schedule, the length of the shifts varying from 8½ to 11 hours, with lunch periods varying from 30 minutes to one hour, in no instance paid for by the company. In most cases of single-shift operation, the shifts for men and women are identical.

In 33 plants where the two-shift plan is utilized, women are working on the first shift, and in more than two-thirds of these plants women are also working on the second shift. The 30-minute lunch period is the most prevalent on both the first and second shifts, in most cases on the employees' time. The lunch period on the night shift is paid for by the company more frequently than the lunch period on the day shift.

Of the 155 plants surveyed, 112 are operating under a three-shift plan. Women are working on the first shift in all of the plants, on the second shift in 101 of the plants, and on the third shift in 85 of the plants. The length of the shift is usually 8 hours, although the time varies somewhat, according to the length of the lunch period. In all three shifts of the three-shift schedule, the 30-minute lunch period is by far the most prevalent, with the 15-minute lunch period next most frequently encountered, and the 20-minute period third.

The 30-minute lunch period is more often on employees' time than paid for by the company. The reverse is true in the case of shorter lunch periods. The periods of 15 and 20 minutes are in almost all instances paid for by the company.

REST PERIODS

Half of the plants which supplied information for the study have regularly scheduled rest periods on one or more shifts for their women workers who are replacing men or doing comparable work. Almost one-third of the plants are also giving rest periods to men, which may indicate that the allowance stems from convictions of benefit to be derived from the practice, regardless of the sex of the worker.

A 10-minute period is given by the largest number of plants which have regularly scheduled periods, with the 15-minute period next. The 5-minute period ranks third in frequency of occurrence. Two pauses during a shift are the usual arrangement. All rest periods reported are paid for by the companies.

STARTING RATES

The starting rates paid workers who are eventually to be placed on skilled operations comprise the category considered. Companies term these mechanical helpers, probationers, trainees, apprentices or learners, as contrasted with common laborers who not infrequently command at the outset a rate more nearly approximating the maximum wage rate that can be reached in their job classification.

The entrance rates paid women employed for men's jobs were compared with the hiring rates on women's jobs in those companies which, previous to the introduction of women on men's jobs or their placement on work comparable to that done by men, had employed women on "women's jobs" and continued to do so.

Table 2 shows the minimum hourly hiring rates for unskilled men who are to be put on production work, unskilled women who are hired for women's jobs, and unskilled women who are employed to replace men or to be placed in operations similar to those performed by men.

The starting rates for men range from 40¢ an hour to \$1.00 an hour, the lowest being paid in Virginia, the highest in Detroit, Michigan. Sixty cents an hour is paid by more plants than any other beginning rate, with 65¢ paid by the next largest group of plants.

Only one plant, a metal products factory in Wisconsin,

TABLE 2: MINIMUM HOURLY HIRING RATES FOR UNSKILLED WORKERS

Hourly Rates	Men		Women Hired for Women's Jobs		Women Hired for Men's Jobs	
	Number of Plants	Per Cent	Number of Plants	Per Cent	Number of Plants	Per Cent
35¢-39¢.....	...	...	2	1.5	1	.7
40¢-44¢.....	2	1.3	10	7.6	5	3.3
45¢-49¢.....	4	2.6	20	15.1	17	11.5
50¢-54¢.....	18	11.6	34	25.8	27	18.2
55¢-59¢.....	15	9.7	18	13.6	21	14.1
60¢-64¢.....	35	22.6	22	16.7	25	16.9
65¢-69¢.....	25	16.1	9	6.8	20	13.5
70¢-74¢.....	20	12.9	5	3.8	10	6.8
75¢-79¢.....	20	12.9	2	1.5	10	6.8
80¢-84¢.....	9	5.8	5	3.8	7	4.7
85¢-89¢.....	3	1.9	3	2.3	2	1.4
90¢-94¢.....	3	1.9	2	1.5	2	1.4
\$1.00.....	1	.7	...	...	1	.7
Total.....	155	100.0	132a	100.0	148b	100.0

aIn the 23 additional plants covered by the survey no women are hired for "women's jobs."

bIn 4 additional plants no women are hired for men's jobs, but the places are filled by upgrading women already employed. Three other plants failed to provide information.

sin, pays less than 40¢ an hour as a starting rate to women who are employed to replace men or to do work similar to men's. The highest entrance rate, \$1.00 an hour, is paid by a Detroit plant which also pays that rate to unskilled male trainees. Sixty cents an hour is paid by the largest group of plants, but not as many plants pay this high a rate as in the case of male workers. The number of plants paying women 50¢ an hour as a starting rate is almost equal to the number which pay 60¢ an hour. The number of plants paying starting rates ranging from 50¢ to 54¢ outnumber those which pay 60¢ to 64¢.

While the starting rates for women who are to be placed on women's jobs were reported as high as 90¢ (in Detroit), the largest group of plants surveyed pay a starting rate of 50¢, with the next largest group paying 60¢. The entrance rates paid women who are to do work comparable to that done by men are, therefore, on the whole higher than those paid women who are employed for women's jobs, but not as high in all instances as those paid men.

A study of the differentials paid to women workers in the individual plants presents a more exact picture of this situation. The variations in hourly entrance rates paid to men and to women on men's jobs occur in less than half of the plants surveyed. In 52.1% of the 148 plants which provided information on both the starting rates paid men and the starting rates paid inexperienced women who are to be placed on men's jobs, the starting rates for the two classes of workers are identical. As measured by starting rates paid unskilled workers, these plants are adhering strictly to the policy of equal pay for equal work. Divergence from this, however, is as much as 26½¢ an hour. Table 3 shows the differentials reported.

AUTOMATIC INCREASES

Of the 148 plants which provided information on starting rates in the survey, 92, or 62.1%, reported that

they had plans for automatic increases—in other words, automatic progression of wage rates from the starting rate to the base rate. Of this number, 59 pay the same starting rates to men and to women who are to do men's work. Fifty-three of the plants which pay identical starting rates to men and women advance the workers at the same intervals and the same amounts, so that when the base rate is reached, they are still receiving identical rates of pay. In 3 plants in which the starting rates are the same, there is provision for advancing men automatically, but no such plan for women. In 3 other plants, while the starting rates are identical in the case of men and women, there is a differential in favor of the men by the time the automatic progression period has ended.

TABLE 3: DIFFERENCES IN STARTING RATES PAID MEN AND WOMEN HIRED FOR MEN'S JOBS

Amount of Differential	Plants	
	Number	Per Cent
No differential—starting rates identical....	77	52.1
Women paid less than men		
1¢-4¢.....	4	2.7
5¢.....	13	8.7
6¢-9¢.....	7	4.7
10¢.....	16	10.8
11¢-14¢.....	10	6.8
15¢.....	9	6.1
16¢-19¢.....	7	4.7
20¢-26.5¢.....	4	2.7
Women receive more than men ¹		
4¢.....	1	0.7
	148	100.0

¹Only women who have received training in vocational schools are employed, while men are hired who have no preemployment training.

Of the 23 plants with automatic progression plans which start men and women at different rates, in 10 the differentials remain the same at the end of the progression periods as they were at the beginning; in 9 plants the differentials have become greater; but in 14 plants the differentials have been reduced, in 3 cases disappearing entirely.

The length of the periods for automatic increases from starting to base rates varies from 2 weeks to 3 years (an apprenticeship course). Three months is the period provided in the plans of the largest number of plants, with the 6-month period next in frequency. While there are many variations, the progression in 5-cent steps is most usual.

UPGRADING

Once the period of automatic increases has ended and the base rate is reached, further advancement of the worker and an increase in the hourly rate depend largely upon the supervisor. While some progressive companies have formal employee rating systems with regularly scheduled periodic review, they are the exception rather than the rule. While, because of the unmeasurable quality of judgment and opinion, it is impossible to arrive at any exact conclusion as to how much the policy of equal pay for equal work is affected when the fore-

man's decision enters the picture, it is possible to determine how far women have progressed thus far as measured by rates received and also to learn whether this is the limit to their advancement.

Those who supplied information for THE CONFERENCE BOARD survey were asked to name the highest skilled production jobs being filled by women in their plants, with the rate of pay for each. The figure requested was the hourly earning rate excluding overtime premiums.

A little more than a fourth of the jobs named as the highest skilled production jobs filled by women paid from 70¢ to 79¢ an hour. Almost a fifth paid rates ranging from 80¢ to 89¢. More than a tenth paid 90¢ to 99¢, and nearly a fourth paid \$1.00 or over.

The highest rate reported was \$1.55 an hour, received by grinders in a machine shop in Detroit. Several other plants were paying women grinders more than \$1.00 an hour. On a piece-work basis, women in a metal products company in Pennsylvania were earning up to \$1.50 an hour as machine inspectors. Lathe operators were being paid as much as \$1.45 an hour, milling machine operators as much as \$1.40. For turret lathe operators, the highest rate reported was \$1.30, piece work. The top rate reported for women welders in a West coast aircraft plant was \$1.35. A textile plant mill reported that some of its women weavers were receiving \$1.35 an hour.

Do these jobs represent the maximum that women can expect to reach in the new fields that have been opened to them since the beginning of the war?

Executives of the plants cooperating in the survey were asked whether they had a plan for upgrading women higher than the jobs which they listed as the highest skilled production jobs held by women workers or the equivalent of these jobs. Of the 131 executives who supplied an answer, 54, or 41.2%, reported that their companies planned to further upgrade women, while 77, or 58.8%, replied that they had no plan for further advancing women workers. In considerably more than half the plants, therefore, the top production jobs now being held by women, or the equivalent of these, are the most highly skilled jobs women can expect to occupy.

COMPARABLE PRODUCTION

"Work of equal quantity and quality." In arriving at equable rates, the consideration of comparable production is an integral consideration.

One hundred and forty-six executives gave their opinions of the production of women workers compared with that of men on similar jobs. Nearly 60% stated, without qualification, that the production of women workers on men's jobs in their plants was equal to, or greater than, that of men on similar work. In 75 plants, women's production was equal to men's, in 4 plants greater than men's, and in 8 plants women's output was equal to that of men on certain types of work and greater than men's on other types.

In 36 plants, approximately one-fourth of the number

reporting, women on men's jobs are producing less than men. In some instances executives explained that the women were producing less probably because they were novices and that, when they had had a chance to acquire more experience and skill, their output was expected to equal men's.

Thirty-one executives commented that women employees' production was dependent upon the type of job—on some jobs less than the production of men, equal on other jobs, greater on some.

HOW NEW RATES ARE DETERMINED

In applying the equal-pay-for-equal-work principle, the problem is encountered of determining the proper differential when the job as filled by a man is changed to make it suitable for a woman worker.

The National War Labor Board, in cases which have appeared before it, has usually directed the interested parties—management and a union or unions—to agree among themselves on whatever pay differentials are warranted in those instances where women's work is believed not comparable in quantity and quality to that of men in the same occupations and, if no agreement could be reached, to submit the issue to arbitration.

Time studies have been suggested in a few decisions as a means for determining comparability and also the broader technique of formal job evaluation. In the more recent of its directives, the board has been placing increasing emphasis on the need for revaluation of job classifications on the basis of job content in arriving at equable rates to be paid women workers.

Of the 155 plants surveyed in THE CONFERENCE BOARD study, 19 reported that no rates had been changed on any of the men's jobs upon which women had been placed, and 2 provided no information. In 36 of the 134 plants whose executives provided information on the methods used in determining new rates in the case of job changes, the determination of comparability of women's work with men's is made solely by decision of management. In 32 plants the rate is determined by agreement between management and the union. The total unit-cost basis was mentioned by only 3 plants.

Sixty-four of the plants, or 47.7% of the number which had adjusted rates, had done so on the basis of formal job evaluation procedure. Undoubtedly this method of determining basic pay differentials, involving the use of a measuring stick composed of job characteristics (such as mental effort, skill, physical effort, responsibility and working conditions) has received increased attention since the beginning of the war and the introduction of women on men's jobs.

Plants with well-developed job-evaluation plans have encountered few problems, comparatively, relative to compensation of women workers, as new employees fit into a wage structure erected without regard to sex.

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Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. Where Manning Tables or Replacement Tables have been constructed to regulate the withdrawal of employees for military service, have these tables been honored by local boards, thus protecting companies from heavy and concentrated drains on their manpower?

There was almost unanimous agreement on the part of executives who had made out Replacement and Manning Tables that they had received excellent cooperation from Selective Service in securing orderly withdrawal of registered men. In a few cases local boards which had not given these tables full consideration had been overruled upon appeal. In only two cases was the attitude of the Selective Service criticized, and it was not clear in these cases whether the companies had compiled and secured approval of Manning or Replacement Tables. However, there was one unique case which is described in the first excerpt below. Representative comments included the following:

The experience in this area has been a general acceptance by the local boards of requests for deferments made by employers on the basis of Replacement Tables. There have been isolated cases in which local boards have felt that a deferment was not justified, but if such cases have been appealed to the appeal board or to the state headquarters the employer's Replacement Table has been upheld and the deferment granted. A number of the companies in this area who are using Replacement Tables report that their chief difficulty is the failure of the local boards to withdraw employees when they are scheduled for withdrawal on the Replacement Table, and one company reported that they had 300 employees still on their rolls whose replacement time had expired. It appears that many of these cases have been deferred by the boards for dependency reasons beyond the period asked for by the employer on an occupational basis. This has resulted in some surplus of labor in a few plants.

The Replacement Schedules have been honored by various local boards, thus protecting our company from heavy and concentrated drains on our manpower, with very few exceptions. A few boards have, in a few instances, asked and acquired a revision downward in the time allotment for inductions.

We are keeping careful record of the draft status of our employees and are cooperating closely with the local draft boards. However, we have not filed Manning Tables or Replacement Tables, having gained the impression that others who have done so have been handicapped rather than helped as valuable men were inducted into military service when the time limit in the Manning Table was reached. We are cooperating with the draft boards by refraining from asking for deferment for men who can be spared. The draft boards have so far cooperated by grant-

ing repeated deferments to men essential to the operation of our plant.

We have submitted Manning Tables, and our Replacement Schedule was approved in April for six months. The Renewal Schedule has just been approved as of October 1 until next April. In almost all of the cases the local boards have followed the deferment time on the Replacement Schedule without question. In comparatively few cases it has been necessary to appeal decisions of the boards and in a few cases to take the matter up further with Selective Service headquarters when the board has not followed the deferment time on the Replacement Schedule. In every case, Selective Service headquarters has insisted that the boards follow the Replacement Schedule. While this plan has taken a great deal of clerical time and has concentrated to a considerable degree the deferment problem into the months of March and September, nevertheless I have to admit that it has probably helped us retain our essential men.

Replacement Schedules have been honored by local boards with but few exceptions in all of our plants. In the comparatively few cases where local boards refuse to honor the schedules, appeals are taken with the desired results. The number of men lost to the military service each month since we commenced operating under the schedules is about one-half the number formerly lost. We have retained many men, by virtue of the schedules, who would otherwise have been lost much to the detriment of our schedules and production.

POINT 2. With the manpower situation becoming increasingly critical, in your opinion is the problem to be solved: (1) by insisting on a downward revision of estimated needs for military service, (2) by placing deferment emphasis on occupational need, rather than dependency, and drafting fathers indiscriminately, (3) by a universal draft of women and/or men and their allocation to most necessary work, (4) by continuing efforts to secure voluntary male and female recruits for essential work, or (5) by some other procedure?

Opinions on so broad a question are necessarily difficult to summarize and can best be judged by a number of quotations from cooperating executives. However, it may be said that greatest agreement was found regarding the necessity for placing deferment on a basis of occupational need rather than dependency. There was little tendency to interfere with Army requirements, although the opinion was occasionally expressed that the high command should reexamine its manpower needs in the light of the danger to production of excessive withdrawals from industry. There was frequent stress on the need of impressing on persons not now in war work their

obligation to assist the war effort by joining the war production working force. Several times the loss through heavy and rising turnover was singled out as perhaps the most remediable cause of labor shortage. Several times industry itself was accused of not using its employed labor to the fullest advantage and, in effect, hoarding labor in a way that it would not do if it were cost-conscious. There was almost unanimous objection to a universal draft of men or women except as a last resort. A number of points of view are reflected in the following quotations:

With regard to the manpower situation, we feel that there should be no interference with the manpower requirements of the Armed Forces.

Our present difficulties may best be met through a tightening of controls by the War Manpower Commission to reduce the present extensive turnover rate in industry. On October 15, a 60-day waiting period will go into effect in our area in place of a requirement of 30 days' non-employment in defense work as a prerequisite to obtaining a release. We anticipate that this change will benefit us considerably.

In addition to an improved program for holding employees on their present work, we feel that continued efforts must be made by both government and industry to induce people to leave their present nonessential jobs for war work for the duration.

Finally, constant attention must be given to better utilization of the present labor force. This includes not only the elimination of controlled production by employees, but also increased attention to such matters as scheduling of work and assignment and distribution of the labor force.

In the first place, we should state that we are doing nothing but defense work, and we can also state that we have many machines standing idle because we cannot secure employees to operate them.

We think this condition is what has resulted in the so-called "slowing up in production," but the military authorities apparently do not understand it.

We have already asked our Representatives in Congress to insist on a downward revision of the estimated needs of the military service.

We do not believe the draft authorities will go any further in this vicinity than they have gone in the past.

We are opposed to any universal draft. We have already employed everybody around here that can work.

In our opinion, military requirements have drained the country dry of productive labor. This is in connection with the so-called "featherbed rules" insisted upon by the unions and permitted by governmental authorities, in addition to the disgraceful number of government employees, two-thirds of whom are certainly not needed. We believe this is a contest between the military authorities and the civil authorities, with the military likely to win their point, so that the result will be a large Army with insufficient ability to maintain it, all of which will be shown in time, when it is too late.

The manpower problem can never be solved effectively while we are so remote from the action of war. Those

persons who have sons, brothers or husbands active in the military services are generally the best workers. Too many others are motivated by personal comfort or gain. Unfortunately, it is necessary to recognize these selfish factors in order to utilize total manpower most effectively. We feel that there is much to be gained in this direction through the use of two 10-hour shifts per day on a 5-day week. Not only would wages be increased over the 8-hour, 6-day plan of operation, but employees would have time off in which to care for their personal affairs. Experience in England indicates an increase in production of roughly 10% as a result of such a change.

We are also of the opinion that deferment from military service should be placed on an occupational basis, with dependency relegated to a secondary position. We do not feel that our company, critically in need of manpower, should be forced to release a certain percentage of its men to Selective Service during any given period. On the other hand, we are perfectly willing to justify the retention of draft eligibles, under very strict rules.

I don't think industry is in any position to insist upon a downward revision of estimated needs for military service. What the combined chiefs of staff request they should be given, because the administration will be only too quick to lay the blame for any reversal in military strategy upon industry if industry attempts to limit the size of the Armed Services.

Deferment emphasis should be placed on occupational need rather than either upon dependency or upon the drafting of fathers indiscriminately.

Unless more men and women in nonessential activities turn out for essential war work, there should be started on a regional basis a draft of men and women to keep war plants running. However, there should be written into the legislation covering such a move a guarantee that these persons so dislocated will have seniority rights on the jobs they are forced to vacate so that at the end of the emergency they may return to their normal source of livelihood. By all means, efforts should continue in the direction of voluntary recruiting of male and female labor.

Some figures have been brought to my attention today for the plants operating in this district which appear to me to be rather illuminating. These figures cover the operations of fourteen plants in this area for the month of August, 1943. The total number on the payrolls of these fourteen plants for the month averaged 25,476 employees. During the month, 1,782 persons were hired by these fourteen plants and 1,843 separations from service were recorded. On the face of it, these figures would appear to indicate that about eighteen hundred employees were just milling around within the area, working for a while for one plant and then for another. This, however, is decidedly not the case. . . .

The new employees being added to the payrolls are, for the most part, being drawn first, from women who have never been employed, second, from handicapped persons, and, third, from men beyond the usual hiring ages—up to and including 70 to 75 years of age. A substantial number of boys attending high school or continuing their education in various ways, are now being employed part time. These boys are all over 17 years of age.

Our analysis of the situation leads us to the conclusion

that a very substantial number of people are working for relatively short periods of time in the war industries and are then returning either to their own private activities such as farming or some small business, or are merely staying at home taking care of their children and are not working. Most of the labor turnover seems to be confined to about 20% to 30% of the total working force, the remainder being fairly stable both with respect to employment and attendance at work.

There is no question in my mind that an increase in productivity or efficiency of at least 20% (national average) could be obtained if the average worker could really be made to believe that the part he is playing in the war effort is extremely important, and of mutual benefit, and necessary to win the war in the least possible time and with the least casualties. Management, labor and government could do a much better job than they have done to date in this connection. Increasing the average productivity by 20% would in my opinion just about approach 85%

of theoretical productivity, which, in other words, is equal to a good day of work for a good day's pay. It can be done if everyone concerned has the will to do it.

Before a national service act becomes imminent, it would seem to be very much in order for every company to appraise with great care its use of its labor force. From our own experience, and from observation, it is quite apparent that industry has consciously or unconsciously added to its labor force way beyond its needs. The sole criterion has been: get out production. Whereas, in normal times, the element of unit cost plays a much greater part in controlling additions to labor force.

Some with whom I have talked believe that present war-working establishments, with careful industrial engineering studies, could reduce their current labor force by as much as 20%. I realize this is a very general statement, but certainly, at a time when scarcity of manpower seems to prevail, industry might well reexamine the utilization of its labor force.

Clerical Salary Rates Paid in July, 1943

THE FOLLOWING data represent summaries of the tabulated results of the third of a series of quarterly surveys of clerical salary rates conducted by THE CONFERENCE BOARD. The information was collected during July, 1943, and pertains to the rates paid in that month.

Depleted clerical staffs caused by summer vacations and the extra burden of clerical work caused by the inception of the "pay-as-you-go" income tax salary deductions were combined reasons why many regular co-operators asked to be excused from furnishing their rates for July. The July report, therefore, contains information from 314 co-operators as compared with the 351 that participated in the April survey.

CHANGE IN SURVEY VOTED BY COOPERATORS

The co-operators in the survey were asked to express their opinions about several changes that have been suggested from time to time by various participants. One of these pertains to the frequency of conducting the surveys.

An overwhelming majority of the co-operators are in favor of conducting the survey semi-annually rather than quarterly. The great preponderance of those voting for a semi-annual survey also prefer that the surveys be conducted in October and April. Accordingly, the survey which is being made this month will be the first of the semi-annual series.

TABLE 1: RATES FOR TYPISTS AND STENOGRAPHERS

City	Junior Copy Typist					Senior Copy Typist					Stenographer				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$17-24	\$18	\$18	\$18	\$20	\$20-38	\$21	\$21	\$24.50	\$32	\$17-42	\$29	\$25	\$29	\$32
Baltimore.....	18-30	22	20	22	24	20-35	22	22	25	26	16-39	25	25	28	30
Boston.....	17-22	20	18	19	20	21-34	23	23	24	28	18-41	28	24	28	31
Buffalo.....	18-33	32	22	25	32	18-36	30	24	28	30	18-36	30	25	29	32
Chicago.....	18-41	20	21	23	25	20-42	25	25	27	29	19-46	28	25	28	31
Cincinnati.....	17-25	23	18	21	23	17-34	26	24	26	26	16-45	29	24	26	29
Cleveland.....	18-35	25	23	25	27	22-41	27	26	27	30	20-42	27	25	28	32
Detroit.....	20-30	27	25	27	28	20-41	29	29	29	31	22-40	31	30	31	33
Houston.....	23-37	28	25	28	30	28-43	36	34	36	38	23-43	29	29	30	33
Los Angeles.....	18-36	31	21	25	31	22-40	33	31	33	35	23-44	37	32	35	37
Louisville.....	17-25	20	18	19	20	22-30	23	23	23	27	18-44	25	23	25	29
Milwaukee.....	16-25	18	17	18	20	17-35	21	21	23	25	15-34	23	21	23	26
Minneapolis-St. Paul...	17-32	19	19	20	27	16-38	22	22	23	25	16-48	37	28	33	37
Newark.....	14-29	25	20	22	25	20-40	28	26	28	28	15-50	30	25	29	33
New York.....	16-42	20	20	23	25	20-50	a	26	30	38	16-51	30	25	30	33
Philadelphia.....	16-30	25	19	23	25	18-38	28	24	27	30	17-45	25	24	28	34
Pittsburgh.....	17-30	19	19	19	21	19-39	25	24	27	31	17-48	23	22	25	31
St. Louis.....	17-30	18	18	20	26	18-33	21	21	22	24	17-42	31	23	27	31
San Francisco.....	21-34	28	24	28	28	24-43	29	28	29	30	22-46	32	30	32	35
Seattle.....	27-28	a	..	a	..	....	a	..	a	..	27-42	37	29	35	37
TOTAL.....	\$14-42	\$25	\$20	\$23	\$25	\$16-50	\$29	\$26	\$29	\$31	\$15-51	\$30	\$26	\$30	\$33

aNo central tendency exists.

TABLE 2: RATES FOR OFFICE BOYS, FILE CLERKS, RECEPTIONISTS

City	Office Boy					File Clerk					Receptionist				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$16-23	\$22	\$18	\$20	\$22	\$14-41	\$34	\$16	\$22	\$34	\$22-40	a	..	a	..
Baltimore.....	17-26	18	18	18	20	18-34	18	20	22	24	23-38	a	..	a	..
Boston.....	14-24	16	16	17	20	16-42	17	18	21	25	20-58	\$35	\$29	\$33	\$35
Buffalo.....	17-34	30	19	26	30	16-36	30	29	30	30	26-32	30	29	30	32
Chicago.....	16-30	20	19	20	21	17-43	21	21	23	28	22-41	25	25	28.50	35
Cincinnati.....	15-39	17	17	18	20	16-31	17	17	19	20	17-30	a	..	a	..
Cleveland.....	16-31	19	19	21	23	16-52	23	22	23	27	23-52	24	24	27	33
Detroit.....	16-32	25	21	23	25	18-38	25	25	25	29	21-45	26	25	27	30
Houston.....	16-31	17	17	17	22	21-46	21	21	22	24	22-36	35	31	34	35
Los Angeles.....	18-29	23	21	22	23	21-42	32	23	26	32	25-44	39	31	37.50	39
Louisville.....	16-29	18	16	18	20	16-32	a	17	20	22	22-35	a	..	a	..
Milwaukee.....	14-21	16	16	17	17	15-28	16	16	17	18	21-35	a	..	a	..
Minneapolis-St. Paul.....	14-28	16	16	18	22	16-47	22	19	22	29	20-39	a	..	a	..
Newark.....	14-25	20	20	20	21	14-39	25	18	22	25	17-34	18	18	21	22
New York.....	13-32	16	16	17	19	15-50	20	20	24	31	19-76	25	23	30	37
Philadelphia.....	14-29	18	17	18	20	17-42	18	20	23	25	20-40	28	25	28	32
Pittsburgh.....	15-31	17	17	17	19	17-39	19	19	22	26	18-39	18	19	23	28
St. Louis.....	15-23	16	16	16	18	16-39	18	18	20.50	28	18-33	18	22	27	30
San Francisco.....	20-31	23	22	23	25	20-42	28	25	28	30	24-46	29	29	31	34
Seattle.....	.....	a	..	a	..	24-38	35	28	35	35	.....	a	..	a	..
TOTAL.....	\$13-39	\$20	\$17	\$19	\$21	\$14-52	\$25	\$20	\$23	\$29	\$17-76	\$25	\$23	\$29	\$35

aNo central tendency exists.

DESCRIPTION OF WORK FOR JOBS LISTED IN TABLES 1 AND 2

OFFICE BOY (OR GIRL)

1. The beginning clerical job for unskilled boys or girls.
2. Works under supervision.
3. Work involves simple jobs, often of a routine and often of a miscellaneous nature, which require little or no training beyond a knowledge of who various key people are and where they are located.
4. Alternative titles for job are: messenger, page, etc

FILE CLERK

1. May be attached to an operating or a central files department.
2. Works under supervision.
3. Sorts, arranges, and inserts in files one or more of the following types of material in accordance with the company's established method: documents, cards, bills, invoices, orders, correspondence, plans, credit data, blue-prints, cost cards, time slips, personnel records, etc. This may include simple classifying and indexing.
4. Makes look-ups, pulls, and charges material from files as requested.
5. Purges files of old and useless papers in accordance with the company's established procedure.
6. Mends damaged papers.
7. May be responsible for tickler files (involving "call-ups," "punch-ups," or "bring-ups").

RECEPTIONIST

1. Works under supervision in a department, division, floor, or in the company's main vestibule.
2. Greets and directs visitors.
3. Issues visitors' passes and maintains records concerning them.
4. May record employees' in-and-out movements.
5. Does not operate a switchboard, does no general clerical work, and has no responsibility associated with plant protection. Essentially a sedentary job.
6. May also be called an Information Clerk.

METHOD OF PRESENTATION

The summaries contain the following information:

1. The range, or the low and high rates paid in each city.
2. The mode, or the rate occurring most frequently.
3. The low and high rates, or the lower quartile and upper quartile, of the middle 50% of the employees.
4. The median, or the salary rate of the middle employee in the series.

JUNIOR COPY TYPIST

1. Works under supervision. Letters and copy typing of simple, routine nature. Specific work may include:

- a. Straight typing from clean copy, or clear corrected copy.
- b. Types form letters, simple reports, addresses and envelopes, and simple fill-ins such as names and addresses.
- c. Stencil cutting which involves only simple, straightforward typing.

2. Work is usually checked or spot-checked by others.

3. Does NOT include taking dictation. Do not confuse with a Junior Dictating Machine Transcriber.

SENIOR COPY TYPIST

1. Works under supervision. Types varied material of any degree of difficulty from either clean copy or rough draft. Specific work may include:

- a. Typing tabular, columnar, and statistical material.
- b. Typing reports, records, and letters of any degree of difficulty, including technical terminology and unusual terms.
- c. Stencil cutting of varied material of any degree of difficulty.
- d. Ability to arrange material for typing.

2. Work may be self-checked or spot-checked by others.

3. Does NOT include taking dictation. Do not confuse with Senior Dictating Machine Transcriber.

STENOGRAPHER

1. Under supervision may work for one individual, may serve several correspondents, or may be attached to a central correspondence or stenographic department.

2. Takes dictation and transcribes by typewriting from shorthand notes.

3. Has no other responsibilities normally associated with those of a secretary.

METHOD OF COLLECTION

As in previous surveys, cooperating executives were urged to follow closely the instructions provided with each set of forms. These instructions were carefully prepared in order to provide a study of clerical salaries that will be clear-cut and helpful in specific cases and not lend itself to misapplication.

Before analyzing the data in this report, it is essen-

tial that the following points be thoroughly understood:

1. The survey includes only regularly employed, full-time employees.
2. Only those employees whose jobs are exactly described by each job description are included. The instructions to participating companies stress the point that they should "exclude all employees whose jobs differ in any way from the job descriptions used in this survey." Furthermore, in every case in which a reported rate appeared to be out of line, THE CONFERENCE BOARD was careful to recheck and verify the figures with

some responsible executive of the company involved.

3. The salary rates do not include overtime, but they do include incentives and production bonuses earned during the regular working hours. However, salary rates for employees working *less* than 40 hours per week have not been converted to 40-hour rates.
4. Weekly salary rates are provided in even dollar amounts. In other words, a weekly salary of \$24.44 is reported as \$24, but \$24.50 or \$24.68 is reported as \$25.
5. Each company furnished the number of employees at each rate in each job classification.

TABLE 3: RATES FOR BILLING, BOOKKEEPING, AND CALCULATING MACHINE OPERATORS

City	Billing Machine Operator					Bookkeeping Machine Operator					Calculating Machine or Comptometer Operator				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$18-33	\$29	\$28	\$29	\$31	\$22-37	\$22	\$22	\$25	\$29	\$18-38	\$37	\$29	\$32	\$35
Baltimore.....	22-39	..	25	27.50	28	23-38	28	28	28	30	22-36	24	24	26	29
Boston.....	19-34	21	21	24	25	16-48	25	21	24	26	16-43	18	20	24	28
Buffalo.....	21-35	33	25	27.50	33	16-31	24	21	24	24	18-40	34	24	28	31
Chicago.....	20-46	25	23	25	29	20-46	29	25	29	31	18-46	25	25	28	32
Cincinnati.....	18-47	21	20	22	25	19-45	a	23	26	29	18-35	25	23	25	29
Cleveland.....	22-46	25	25	28	35	22-38	30	26	30	34	20-50	23	24	28	32
Detroit.....	20-40	25	25	27.50	32	20-44	39	24	29	36	20-43	31	28	31	36
Houston.....	24-40	30	30	30.50	36	23-43	33	30	33	36	25-40	29	29	31	34
Los Angeles.....	28-41	a	..	a	..	18-46	23	21	23	25	25-42	35	33	35	37
Louisville.....	20-29	a	..	a	..	18-32	23	21	23	29	20-33	23	22	23	27
Milwaukee.....	15-31	a	..	a	..	16-44	23	23	25	30	15-38	20	20	22	25
Minneapolis-St. Paul...	17-42	38	22	37	38	16-42	34	18	23	31	17-40	34	24	30	34
Newark.....	18-36	28	22	26	28	15-45	28	27	28	30	18-50	28	25	28	32
New York.....	17-51	..	25	30	35	16-54	28	23	26	29	17-46	38	27	30	36
Philadelphia.....	18-34	20	20	22	27	21-47	35	27	31	35	16-40	a	22	26	30
Pittsburgh.....	19-39	30	24	27	30	18-37	25	23	25	29	18-44	23	22	23	28
St. Louis.....	18-36	18	18	21	25	17-44	22	23	26	32	18-38	22	21	23	28
San Francisco.....	23-43	33	29	33	38	20-46	23	24	27	29	20-47	29	29	33	37
Seattle.....	25-30	a	..	a	..	28-47	30	30	33	37	24-37	36	28	30	36
TOTAL.....	\$15-51	\$25	\$23	\$27	\$32	\$15-54	\$25	\$23	\$26	\$30	\$15-50	\$28	\$25	\$28	\$33

aNo central tendency exists.

TABLE 4: RATES FOR KEY PUNCH, DICTATING MACHINE AND TELEPHONE OPERATORS

City	Key Punch Operator					Junior Dictating Machine Transcriber					Senior Dictating Machine Transcriber					Telephone Switchboard Operator				
	All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports			All Reports		Middle 50% of Reports		
	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High	Range	Mode	Low	Median	High
Atlanta.....	\$16-38	\$16	\$17	\$21	\$30	\$20-25	a	..	a	..	\$21-38	\$32	\$21	\$32	\$32	\$16-40	a	\$18	\$21	\$24
Baltimore.....	18-35	24	22	25	30	20-22	a	..	a	..	23-39	25	25	26	27	18-36	\$25	22	24	26
Boston.....	17-32	28	21	24	28	17-28	\$20	\$20	\$21	\$23	21-37	28	25	28	30	20-45	25	25	26	30
Buffalo.....	21-35	32	27	32	32	20-24	..	..	..	..	23-35	27	25	26.50	28	17-39	30	23	30	32
Chicago.....	18-37	27	24	27	31	19-31	24	23	25	26	21-42	28	28	29	31	19-45	28	24	28	32
Cincinnati.....	17-33	30	22	26	30	18-27	a	..	a	..	18-33	23	23	27	30	18-33	29	23	29	29
Cleveland.....	18-40	31	24	27	31	20-36	25	23	25	29	23-40	28	27	29	35	24-44	32	27	31.50	32
Detroit.....	23-38	32	29	32	35	25-32	a	..	a	..	25-43	33	33	34	39	22-42	33	29	32	33
Houston.....	25-45	31	29	31	34	31-39	a	..	a	..	21-37	a	..	a	..	27-38	35	28	30	35
Los Angeles.....	25-42	32	30	32	35	22-30	..	25	27	28	28-39	a	..	a	..	21-44	35	30	35	37
Louisville.....	17-30	24	24	26	28	..	a	..	a	..	21-35	a	..	a	..	20-33	28	23	25	28
Milwaukee.....	17-29	a	21	22.50	25	17-24	20	20	21	21	17-31	25	23	25	28	19-27	24	23	24	25
Minneapolis-St. Paul	17-34	31	22	25	31	..	a	..	a	..	23-36	31	25	31	35	21-43	29	25	29	29
Newark.....	17-40	23	22	24	28	20-32	..	23	25	28	20-30	a	..	a	..	19-38	25	23	25	28
New York.....	17-42	22	22	25	28	18-30	23	22	23	25	21-38	28	25	28	32	20-45	25	25	30	34
Philadelphia.....	18-36	a	23	25	28	19-29	22.50	22	23	24	21-42	29.50	28	30	38	18-48	33	25	28	33
Pittsburgh.....	17-41	18	18	23	25	20-25	23	22	23	24	19-41	25	23	29	35	15-45	28	24	26	28
St. Louis.....	18-38	a	23	27	32	18-24	18	18	19.50	27	21-29	23	22	24	25	19-32	24	24	27	30
San Francisco.....	23-39	29	27	30	35	25-36	25	25	27	35	24-42	37	32	35	37	25-47	29	29	33	37
Seattle.....	..	..	..	..	..	22-25	a	..	a	..	25-31	a	..	a	..	23-37	a	25	29	35
TOTAL.....	\$16-45	\$24	\$23	\$27	\$31	\$17-39	\$24	\$21	\$23	\$25	\$17-43	\$28	\$25	\$29	\$32	\$15-48	\$25	\$25	\$29	\$32

aNo central tendency exists.

DESCRIPTION OF WORK FOR JOBS LISTED IN TABLES 3 AND 4

BILLING MACHINE OPERATOR

1. Works under supervision.
2. Operates a billing machine in preparation of bills, invoices, statements, or similar work from original orders or shipping papers.
3. May include related clerical work such as recording of shipping charges, verifying calculations, and other data.

BOOKKEEPING MACHINE OPERATOR

1. Works under supervision.
2. Operates a bookkeeping machine with or without typewriter keyboard.
3. Work includes any or all of the following: Posting such records as accounts receivable or payable, receipts and disbursements, customer statements, etc., from prepared media; developing new balances and columnar totals, proving, balancing, and related clerical work incident to operating the machine.

CALCULATING MACHINE or COMPTOMETER OPERATOR

1. Works under supervision.
2. Computes on key-type calculating machine and/or verifies on the machine all types of calculations involving addition, subtraction, multiplication, and division. Must be able to do all of these operations.

KEY PUNCH OPERATOR

1. Works under supervision.
2. Punches holes in cards from material prepared in advance by others.
3. Does not involve coding or calculating.

THE CONFERENCE BOARD wishes to point out again that the overall pattern of these surveys is flexible so that many of the details of the project may be altered to meet the requirements of the majority of the cooperating companies or of changing conditions.

JUNIOR DICTATING MACHINE TRANSCRIBER

1. Under supervision may work for one individual, a group of individuals, or in a central correspondence or stenographic department.
2. Transcribes name-and-address fill-ins, simple routine letters, and material, including nontechnical terms, which requires only normal lay-out and arrangement from dictation made on any of several types of recording equipment.
3. Does NOT take dictation or transcribe from stenographic notes.

SENIOR DICTATING MACHINE TRANSCRIBER

1. Under supervision may work for one individual, a group of individuals, or in a central correspondence or stenographic department.
2. An expert typist who transcribes work of any degree of difficulty from dictation made on any of several types of recording equipment. Specific work may include:
 - a. Typing tabular, columnar, and statistical material.
 - b. Typing reports, records and letters of any degree of difficulty, including technical terminology and unusual terms.
 - c. Cutting stencils of varied material of any degree of difficulty.
3. Work may be self-checked or spot-checked by others.
4. Does NOT take dictation or transcribe from stenographic notes.

TELEPHONE SWITCHBOARD OPERATOR

1. Operates a PBX switchboard.
2. Keeps records relevant to telephone service.
3. Does no general clerical work, and has no supervisory responsibilities; entire time and attention is devoted to telephone service.

The Board is eager to welcome additional companies which might wish to serve as cooperators in any of the cities covered.

S. AVERY RAUBE
Management Research Division

Trends in Collective Bargaining

Union Foremen?

The status of foremen in collective bargaining is covered in several recent decisions. The National War Labor Board, in the case of White-Bailey, Inc. vs. CIO in regard to admitting foremen as part of the bargaining unit, ruled that:

Inasmuch as foremen work at least half-time on maintenance and production jobs, they should be considered as working foremen and not as executives. They should be eligible for membership in the union and its bargaining unit.

In the Maryland Dry Dock Company-CIO Shipbuilding Workers Union case, the NWLB issued the following as part of its directive order:

The company recognizes the union as the exclusive representative, for the purpose of collective bargaining, of all the company's employees except those . . . who spend the majority of their time supervising other employees.

The New York State Labor Relations Board issued an

opinion regarding the right of apartment house superintendents to be represented by a union which includes persons subject to discharge by the superintendents. The employers, holding that building superintendents "cannot serve two masters," said that the interests of the superintendents lie with management rather than with labor. The board stated:

These arguments are directed to the wisdom of permitting superintendents to join labor unions. They confer on the board a power which it does not have . . . Dismissal of the petition will not result in nullifying the union membership.

Wages for Medical Care

An interesting "medical treatment" clause was written into a contract between the Willard Storage Battery Company of Cleveland and the CIO Auto Workers Union, as follows:

Whenever an employee is sent by the company medical department to a doctor outside the plant for diagnosis or

treatment during his regular working hours and returns to work within a reasonable time during the same working day, he shall be compensated for the time he is away from the plant that day, at his regular hourly rate and bonus.

In the same agreement, the union president and the chief shop steward are to be allowed up to one hour a day to investigate grievances in production departments which had been presented to the foremen by the department stewards, but not satisfactorily adjusted.

Change of Ownership

The Menasco Company of Los Angeles was purchased by the Osbrink Manufacturing Company, and the War Labor Board directed the latter to recognize the collective bargaining agreement negotiated between the AFL Molders Union and the Menasco firm. The AFL union contended that the bill of sale and the following union contract provision bind the Osbrink Company:

During the term of this agreement no provision, terms or obligations shall be affected, modified, altered or changed in any respect by any change in the legal status, ownership, or management of the company, or by any change, geographical or otherwise, in the locale of its place of business.

No Loss of Manpower

The Atlanta Regional War Labor Board issued an order which protects the employer from losing manpower under the maintenance of membership clause. The board stated:

Any employee who is a member of Aircraft Workers Local No. 1640 of the International Association of Machinists on October 6, 1943, or who may thereafter become a member of said local, who individually and voluntarily signs the following authorization, shall as a condition of employment retain his membership in Local 1640 for the period of this agreement and continually thereafter unless he shall submit his resignation in writing not less than fifteen (15) days prior to any annual renewal date of agreement. Any such resignation shall be submitted to Local 1640 and to the Tennessee Aircraft Company, Inc. It is agreed, however, that the union will not require the company to discharge any employee because of non-membership compliance until the union has supplied the company with an acceptable and competent worker as replacement.

The authorization is to be signed as follows:

To the Tennessee Aircraft Company, Inc.:

I,, having become a member in good standing of Aircraft Workers Local No. 1640, International Association of Machinists, hereby agree that as a condition of employment I will maintain my membership in said Local No. 1640 for the period of the agreement signed between Local No. 1640 and the Tennessee Aircraft Company, Inc. and continuously thereafter unless I cancel this agreement in writing to Local No. 1640 and the Tennessee Aircraft Company, Inc. not less than fifteen days prior to any annual renewal date of the agreement.

The National Labor Relations Board ruled that the discharge of a CIO Steelworkers Union organizer employed at the Dallas Tank and Welding Company was not discriminatory because the company had on several occasions warned him against union solicitation during working hours. However, in a case where an employee had never been warned, the NLRB ruled that the company could not discharge an active union proponent for "talkativeness and braggadocio."

An AFL union agreed to the following clause in a collective bargaining agreement with a check-off provision:

The union will pay to the company the actual cost for making such deductions, and the total charge for this service shall be deducted from the sum to be forwarded by the company.

The "UE" (CIO) issued a guide to its members explaining and advocating time-study and job-evaluation plans. At the same time, R. J. Thomas, President of the UAW-CIO, fights against the extension of incentive plans in organized aircraft and automobile plants. AFL President Green stated that the formulas upon which incentive pay proposals are based are not so scientific as rates negotiated by management and unions.

The United States Chamber of Commerce and the National Association of Manufacturers stressed the fact that employer-employee relations are the No. 1 problem of American management. Frederick Crawford, NAM president, urges industry to appoint a vice-president in charge of human relations, equal to if not above the sales manager, treasurer, production man and engineer in importance and prestige.

The Regional War Labor Board of New York upholds the right of the Fairchild Press to discharge "unnecessary employees." However, in the event that the union feels the company is discriminating against its members, it can ask for a hearing before an impartial board of review in order to determine whether or not the lay-offs are due to economic and business reasons.

The CIO Steelworkers Union, in its audited report for the year ended May 31, 1943, claims assets of \$2,646,233.31, and a membership of "nearly one million."

Mexican workers can be discharged for "lack of discipline," according to a recent decision by the Supreme Court of Mexico in the case of the American Smelting and Refining Company. Previously, the Mexican Conciliation and Arbitration Board had ruled that the company did not have the right to discharge workers for "lack of discipline."

The Soldier's Vote

The New York State Labor Relations Board has excluded soldiers from participating in elections to deter-

mine the collective bargaining agent for companies where they were employed before entering the Armed Forces. The National Labor Relations Board has adhered to this policy for some time. The reasons given for the action are that there would be extreme delay in getting soldiers' ballots filled out and returned, and that the replacement employees cannot be excluded from having a temporary voice in current collective bargaining.

Severance Pay

The Celanese Corporation of America and the Textile Workers Union of America have negotiated an agreement providing for the setting up of a fund to give employees "separation allowances" when jobs are discontinued because of technological changes. Changes in plant or equipment, or in process operations, which cause a job to be permanently abolished shall give an employee the right to ask for the allowance. In order to become eligible for the allowance, employees must have had at least two years' service.

The company will establish a fund, not to exceed \$250,000, by allocating no more than 2% of its net profit for any one year. In years where there is a total of \$250,000 in the fund, no percentage of profits will be allocated to it. In years when the fund does not reach, or falls below, \$250,000, the balance shall be restored in the following year by adding up to 2% of the company's profits. Should the company decide to make changes involving "separation allowances" in a sum greater than the total amount in the fund, it shall supply the additional money from other funds of the company.

Under this plan, the employer shall have the right to determine production and other requirements, and to furlough employees when he considers it necessary. Such

furloughs shall be conducted without discrimination in accordance with the seniority provisions of the union agreement.

Over the Conference Table

Scores of strikes and other forms of industrial disputes have been provoked by persons who bring a negative approach to relatively minor labor problems.

The old saying, "A soft answer turneth away wrath," could be utilized to great advantage at many collective bargaining conferences.

Decisions reached by representatives of industry and labor should be submitted to workers in language they will understand. Many unhealthy situations are created because the union leaders and the employer take it for granted that their conclusions are understood by all of the plant personnel.

The opportunity to express themselves on matters relating to their employment should be given to all workers. It is the duty of every employer and workers' representative to assure employees that they have this right, always at the proper time and place.

The successful collective bargaining conference never lapses into a long-winded "gab fest." When tempers become strained, the wise employer or workers' representative injects a little humor into the proceedings. If a bottleneck is reached, the conference adjourns for a day or two. Intelligent leaders on both sides do not let their equilibrium get upset by rabble-rousing techniques.

Hard, plain, honest talk, with tolerance of each other's opinions, brings the best results for both employer and employees at the conference table.

ABRAHAM A. DESSER
Management Research Division

Wage-increase Announcements¹, September 1 to September 30

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Can Company.....	Brooklyn, N. Y.	5¢/hr.	1,400	To women
Bower Roller Bearing Company.....	Detroit, Mich.	8¢/hr.		To men
Continental Motors Corporation.....	Detroit, Mich.	3¢/hr.	133	
		6½¢/hr.	2,900	To tool room, maintenance and magna-flux employees
		4¢/hr.		To other nonproduction employees
C. Hager & Sons Hinge Manufacturing Company	St. Louis, Mo.	1¢-9¢/hr.	400	Retroactive to May 18, 1943
Kalamazoo Paper Company.....	Kalamazoo, Mich.	5¢/hr.	465	
Hugh Lyons Company.....	Lansing, Mich.	8¢/hr.	112	Retroactive to January 18, 1943
Mallinckrodt Chemical Works.....	St. Louis, Mo.	5¢/hr.	742	Retroactive to July 5, 1943
Metropolitan Life Insurance Company.....	New York City area	\$2.85/wk.	1,800	To insurance agents. Retroactive to October 24, 1942
Ohio Rubber Company.....	Cleveland, O.	3¢-3.6¢/hr.	1,100	Retroactive to July 21, 1943
Pal Blade Company.....	Plattsburg, N. Y.	6½¢/hr.	250	
Pittsburgh Hotels Association, Inc.....	Pittsburgh, Pa.	2%	1,650	To employees of 8 hotels. Retroactive to October 1, 1942
Robertshaw Thermostat Company.....	Youngwood, Pa.	3¢/hr.	1,800	To all employees. Additional 2¢/hr. to men earning less than 70¢/hr. Retroactive to March 6, 1943
Simplex Wire & Cable Company.....	Cambridge, Mass.	3¢-5¢/hr.	1,750	
Sun Shipbuilding Dry Dock Company.....	Chester, Pa.	10¢/hr.	750	To erectors and regulators
Uncas Manufacturing Company.....	Providence, R. I.	\$2/wk. (avg.)	450	Retroactive to July 26, 1943
United Aircraft Corporation.....	East Hartford and Manchester, Conn.	5¢/hr.	376	To cafeteria employees

¹Includes salary-increase announcements.

Absenteeism during July

ABSENTEEISM in July accounted for 35,680,000 man days lost by industrial employees because of sickness, nonindustrial accidents and absences for personal reasons, according to estimates based on THE CONFERENCE BOARD's survey for that month. This figure is about 700,000 man days less than the 36,420,000 man days lost in June. This drop can be accounted for mainly by the fact that women lost an average of only 1.3 days in July while there was an average loss of 1.4 days per woman in June. Men lost an average of .6 days in each month.

Forty-four plants, located in sixteen states and employing 142,816 persons, contributed absence data for this survey. These plants were about 78% engaged in the production of war materials. Approximately 83% of the men and 72% of the women were factory workers.

Short-term absences among women occurred at a frequency rate of 392 a thousand, and long-term absences at a rate of 94 a thousand. The combined rate was 486 a thousand, with each absence averaging 2.7 days' duration.

Men had a short-term absence frequency of 152 a thousand, and the long-term absences occurred at a rate of 40 a thousand. The combined rate was 192 absences a thousand, with an average loss of 2.9 days an absence.

TABLE 1: AVERAGE WEEKLY WORK HOURS

	Avg. Work Week in Factory	Avg. Work Week in Office
Men.....	47.1	44.0
Women.....	44.6	43.2
Combined.....	46.4	43.7

Although women comprised only 32.5% of the group surveyed, they accounted for 55.4% of all short-term absences and 53.1% of all absences of four or more days' duration. Short-term absences were responsible for 46.7% of the total time lost by women, while they accounted for only 38.7% of the total time lost by men.

HOURS OF WORK

Table 1 shows the average weekly work hours in factory and office for July. Men worked 46.6 hours a week, or 2.4 hours more than women, considering the report as a whole, without regard to factory and office.

Data on hours and absenteeism for women are given in Table 2, and the relationship between absenteeism and hours of work for men is shown in Table 3. The frequency rate of women is considerably higher than that of men in all hour groups, but the number of days lost an absence is still slightly higher for men than for women. The rates of absence in the group working under 39 hours a week or over 54 hours are not significant as they were composed of small samples.

REASONS FOR ABSENCE

The reports of forty plants employing 116,529 persons are analyzed in Table 4 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Illness accounted for 41.3% of the absences, personal reasons for 57.6% and nonindustrial accidents for less than 1.0%. These causes were responsible for 50.3%, 47.9% and 1.8%, respectively, of the total time lost.

TABLE 2: FREQUENCY AND DURATION OF ABSENCE
AMONG 46,408 FEMALE EMPLOYEES, JULY, 1943
IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- term	Long- term	All Absences	Short- term	Long- term	All Absences	
55-59.....	302	151	453	1.6	10.9	4.7	2.1
50-54.....	296	135	231	1.6	7.2	3.3	1.4
45-49.....	550	99	649	1.6	6.1	2.3	1.5
40-44.....	271	115	386	1.5	9.1	3.7	1.4
35-39.....	140	31	171	1.4	8.9	2.7	.5
Total....	392	94	486	1.6	7.4	2.7	1.3

TABLE 3: FREQUENCY AND DURATION OF ABSENCE
AMONG 96,408 MALE EMPLOYEES, JULY, 1943
IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short- term	Long- term	All Absences	Short- term	Long- term	All Absences	
Over 60....	244	93	337	1.6	6.9	3.1	1.0
55-59.....	220	71	291	1.4	8.5	3.1	.9
50-54.....	214	55	276	1.5	8.2	2.9	.8
45-49.....	193	44	198	1.4	7.1	2.5	.6
40-44.....	67	2	69	1.5	14.9	4.6	.4
35-39.....	120	9	129	1.8	10.6	5.6	1.2
Total....	152	40	192	1.4	8.6	2.9	.6

TABLE 4: FREQUENCY AND DURATION OF ABSENCE
AMONG 78,136 MALE AND 39,393 FEMALE
EMPLOYEES, JULY, 1943, ACCORDING TO
REASONS FOR ABSENCE

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Acci- dent	Other	Ill	Acci- dent	Other	Ill	Acci- dent	Other
Absences per 1,000 men....	60	2	108	25	1	19	85	3	127
1,000 women..	193	3	250	44	1	64	237	4	314
Days lost an absence									
Men.....	1.5	1.7	1.4	10.1	11.3	5.3	4.3	5.2	2.0
Women.....	1.4	1.6	1.7	8.6	12.3	6.3	2.7	5.0	2.6

Men showed a slightly greater tendency to be absent for personal reasons, with about 59% of their absences reported under this category, as compared with 57%

TABLE 5: CHANGE IN EMPLOYMENT JUNE TO JULY, 1943

Companies on War Production	Men	Women	Total
100%.....	+1.4%	+10.0%	+3.6%
75%-99%.....	+0.2	-1.8	-0.5
Under 75%.....	-0.6	+1.3	-0.1
Combined.....	+0.3	+3.7	+1.3

for women. Illness reasons were second in importance, accounting for approximately 42% of women's absences, and for 40% of men's absences. Nonindustrial accidents were almost negligible, as they were responsible for only about 1% of the absences in each case.

TRENDS IN EMPLOYMENT

Thirty-nine companies increased the number of employees on their payrolls 1.3% from June to July, compared with a .9% increase from May to June.

Companies engaged 100% on the production of war materials increased the number of women on their payrolls 10% from June to July, although the companies working 75% to 99% on war production lost women employees.

ISABEL RODGERS

Management Research Division

Wage and Salary Stabilization

RARE AND UNUSUAL CASES; WAGE INCENTIVES

EXECUTIVE ORDER NO. 9250 established the ruling "that the National War Labor Board would not approve any increases in the wage rates prevailing on September 15, 1942, unless necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war." Under the heading of effective prosecution of the war, a new term, "rare and unusual," has now become a part of the terminology used by the WLB. Several significant cases of wage increases were granted on the basis of this term during August and September.

BELL AIRCRAFT DIRECTIVE

On August 24, the Boston Regional WLB issued a directive in connection with the establishment of a new plant by the Bell Aircraft Corporation in Burlington, Vermont, for the manufacture of aircraft ordnance. The board approved on the basis of a "rare and unusual case" the establishment of seven labor grades with a minimum rate of 50¢ and a maximum rate of \$1.35 per hour.

Some selected rates taken from the assignment of jobs to the seven grades follow:

Grade I: 50¢-57¢

Janitor sweeper, laborer

Grade II: 58¢-65¢

Helper (trades), saw operator, laborer (heavy)

Grade III: 65¢-80¢

Drill press operator II, lathe operator (turret) III,
drill press operator (radial), lathe operator (engine) III

Grade IV: 80¢-95¢

Lathe operator (engine) II, lathe operator (turret) II,
truck driver (heavy duty)

Grade V: 95¢-\$1.10

Boring mill operator (vertical), tool and die maker III,
lathe operator (engine) I

Grade VI: \$1.10-\$1.25

Boring mill operator (horizontal) I, tool and die maker
II, welder (arc or gas) I

Grade VII: \$1.25-\$1.35

Patternmaker (wood), tool and die maker I

In setting up this wage schedule, the Boston board stated that it "is well aware that . . . it may cause a flow of labor from some lower-paying, less-essential industries in Vermont." It added that "it is of the opinion that in this case the needs of the war effort must come ahead of considerations of this nature."

HAMILTON PROPELLER DECISION

On September 6, the Boston Regional WLB approved by a vote of six to three a schedule of rates for a new plant of the Hamilton Propeller Division of the United Aircraft Corporation at Pawtucket, Rhode Island. The rates are higher than the tentative, sound and tested going wage brackets set for the Providence-Pawtucket labor market area, as well as those in the Boston area.

The approved wage-rate schedule establishes the following eleven labor grades and rate ranges:

Grade 1: \$1.24-\$1.40	Grade 7: \$.88-\$1.04
Grade 2: 1.18- 1.34	Grade 8: .82- .98
Grade 3: 1.12- 1.28	Grade 9: .76- .92
Grade 4: 1.06- 1.22	Grade 10: .76- .86
Grade 5: 1.00- 1.16	Grade 11: .64- .80
Grade 6: .94- 1.10	

The company had proposed the adoption of even higher rates than those accepted: a minimum rate of 83¢ and a maximum of \$1.54 covering the eleven labor grades. This would have established Pawtucket rates on the same level as those in effect in the company's other plants in Connecticut, Massachusetts and Rhode Island. The labor members of the regional board favored this idea, basing their conclusions on the argument that "the purpose of a sound wage stabilization program should be to stabilize wages in an industry wherever possible, and that the extension of the company's scale to this plant would be a further step in the stabilization of wages in the airplane propeller and airplane engine industry." It was argued further by the labor members "that to approve a lower wage scale would cause unrest among workers in the new plant." The majority of the board rejected these contentions on the basis that

"in considering a wage scale for a new plant under a wage stabilization program during a war period, area stabilization is more important than industry stabilization except where overriding circumstances exist."

Evidence was presented to demonstrate that the Navy considers the production schedule of the Hamilton Propeller Division vital to the successful completion of the overall production schedules for the airplane industry. On the basis of this background the board stated that "the fact that this is a rare and exceptional case in which the critical needs of war production are involved [justifies] approval of rates for the several labor grades which are in excess of those paid at present for work of similar skill in the Providence-Pawtucket labor market area."

BOEING AIRCRAFT COMPANY CASE

In attempting to stimulate the output of Flying Fortresses, the National War Labor Board included in its decision of September 20 in the case of the Boeing Aircraft Company's Washington plants the statement that "there is no doubt that the conditions in the Boeing plants present a 'rare and unusual case'." The board states further that "we have before us the principal producer of the B-17 bomber, one of the very most critical items, if not the most critical item, of our whole war production." On the basis of this reasoning, the WLB authorized a boost in the top wage rate in the Boeing wage scale from \$1.27½ to \$1.60 an hour and stepped up the intermediate rates accordingly. The minimum rate for production workers was held at 82½¢ an hour but the wage progression for new employees from the hiring rate of 67¢ to the minimum job rate of 82½¢ was eliminated. This constituted a wage boost of 15½¢ an hour for inexperienced workers.

The opinion in this case, written by the chairman, included the statement that "the top rate of \$1.60 . . . is above the minimum of comparable brackets and can be justified only on the ground that the Boeing production problem presents a rare and unusual emergency that calls for the fixing of a higher rate to solve the problem. This rate is obviously not to be taken as a generally available rate."

Three days after the Boeing decision, the vice chairman of the War Production Board, George W. Taylor, reviewed¹ the Board's official attitude on rare and unusual cases and in this connection stated that one of its fundamental principles is "denial in most instances of wage increases proposed primarily to direct the flow of manpower." He stated further that "approval of such types of wage increases has so far been given only in a few rare and exceptional cases in which the successful prosecution of the war was involved and when wage adjustments were conceived as but one phase of an overall program in which the various government agencies participate."

GRUMMAN AIRCRAFT DECISION

The approval of the plant-wide production incentive plan of the Grumman Aircraft Engineering Corporation, Bethpage, Long Island, by the National War Labor Board on

¹Address before the 253rd meeting of the National Industrial Conference Board, Hotel Waldorf-Astoria, September 23, 1943.

September 14 seems likely to be considered by many as an important development in connection with the present trend toward the overall type of wage incentive. It should be noted, however, that the decision included a warning that "the Grumman plan cannot be used as a ready-made model for extensive application."

Effective September 1, the plan makes use of a base rate of .48 lbs. of aircraft per man hour actually worked. For every 2% increase in total output of the plant above the base, all production workers will receive an increase of 1% in earnings. According to the decision, "this relationship between increased output and earnings will remain constant irrespective of the amount of increase in output." However, it was also stated by the board that "the production base is approved only in relation to present operating conditions and is subject to modifications by the board in the event that a significant change occurs in the method of operation." The company is directed to report each quarter, beginning January 15, 1944, to the NWLB on the "operation of the incentive plan, the changes which may occur in production, and any other developments which may affect the suitability of the [production efficiency] standard . . ."

The reason for the two-to-one relationship between the production increase and pay increase is, according to the board, that "a leeway has been provided to take care of increased production occurring from factors to which the employees have not contributed as well as for necessary adjustments of individual rates." On this point the concurring opinion of the labor members of the board includes the statement that "on its face, the plan seems to provide a wage decrease in the event production is increased, inasmuch as the employees will receive only a 1% increase in wages for every 2% increase in production over the standard. However, in view of the many uncertain factors in this situation, as pointed out by Dr. Taylor in his opinion, we have resolved our doubts in favor of the new plan, on the assumption that no decrease in wage rates is involved."

The labor members' concurring opinion includes a set of ten principles, with the following introductory statement: "Since the Grumman case anticipates a formal statement of board policy, and since the opinion and decision in this case may be interpreted as board policy, we find it necessary to state what we consider essential requirements of approvable incentive plans."

1. The parties should proceed to formulate a proposed program of standards; providing, however, that these standards be limited in their application to war industries and war products during the war emergency.
2. Increased earnings under an incentive system shall not constitute a substitute for basic wage adjustments to which employees are entitled under the national wage stabilization program.
3. Participation in payments above base rates should, at a minimum, be in direct proportion to the increase of production above the previously established normal standard agreed to when a plan is put in effect.
4. Any proposed plant-wide incentive system should be submitted to the collective bargaining agent for approval. Local unions should be governed by the rules of their In-

ternationals. After agreement by the parties, the application for board approval should be jointly submitted.

5. Any incentive plan should be developed through the cooperation of labor and management, so that the employees will have a full understanding of it as well as the opportunity to criticize it.

6. Joint procedures should be established to facilitate changes in incentive rates necessitated by changes in methods, materials, or models. Once production standards have been set they should not, except by mutual agreement, be altered so long as the general conditions under which they were determined remain unchanged. Disputes as to changes in standards should be treated as grievances. In accordance with the established policy of the National War Labor Board, arbitration must be the final step in the settlement of these grievances.

7. The introduction of the incentive plan should be designed to secure increased productive effort from within the plant, rather than to draw employees from other plants through the payment of relatively higher wages.

8. Plant-wide incentive systems should not replace or change day rate, group work, piece work or other plans now

operative between the parties, unless the parties have mutually agreed thereon.

9. Plant-wide incentive should continue to guarantee full and continuous weekly employment based on wartime work weeks, at basic hourly rates. The failure of such a guarantee would defeat the objectives of increased production. Shortened work weeks caused by increased production through incentive plans would lessen the potential earnings of employees and aggravate the manpower problem of our nation.

10. Any plant-wide incentive must include all nonproduction as well as direct production workers in order to obtain overall worker cooperation.

WLB Vice Chairman Taylor has stated that "the idea is all too prevalent that any type of alleged incentive wage payment will automatically result in a startling increase in production. Actually, the fashioning of a wage incentive plan adapted to the particular needs of any company is a major and a complex problem which requires the combined best efforts of specialists and top executives. Its adoption is a major policy decision."

E. S. HORNING
Management Research Division

Monthly Review of Labor Statistics August-September, 1943

RESUMING the upward trend broken by declines in July and August, living costs of families of wage earners and lower-salaried clerical workers advanced 0.3% from mid-August to mid-September. This increase brought the index (1923 = 100) to 103.1, or 1.2% below the peak level of June. A 0.5% rise in food costs was the principal cause of the advance in living costs, although a 0.6% increase in the cost of clothing and a 0.1% increase in the cost of sundries contributed. The cost of the other major items—housing and fuel and light—remained unchanged.

Food prices began to mount again in September, chiefly because of widespread and substantial advances in the prices of fresh eggs and very substantial rises in the prices of fresh vegetables, especially carrots, green beans, lettuce and spinach. The increases, however, were not uniform throughout the country, except for carrots and green beans, which advanced in price in nearly every city. In some parts of the country, increases in fruit prices were important factors in raising food costs. Sizable increases in meat prices were reported in a number of cities.

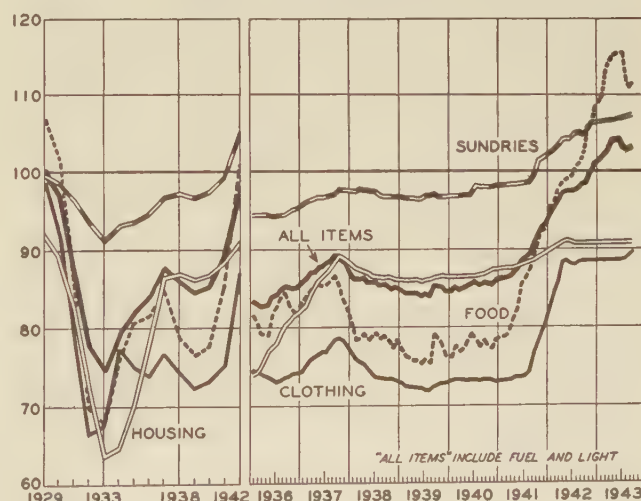
Fruit, vegetable and egg prices usually increase at this season of the year, but many persons undoubtedly felt that the recent declines in food costs were entirely the result of government action and that the lower prices would hold. However, the Board, in reporting these declines, tried to emphasize the fact that, since the

declines were seasonal, increases were inevitable and should therefore be expected.

COST OF LIVING IN THE UNITED STATES

Index Numbers, 1923 = 100

Source: THE CONFERENCE BOARD



EARNINGS AND HOURS

Average hourly earnings of wage earners in the twenty-five manufacturing industries regularly studied by the

**PERCENTAGE CHANGES IN THE COST OF LIVING ON WARTIME BUDGETS IN 69 CITIES
AUGUST TO SEPTEMBER, 1943.**

Source: THE CONFERENCE BOARD

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Spokane.....	+1.2	Atlanta.....	+0.4	Macon.....	+0.2	St. Paul.....	0
Denver.....	+1.0	Chicago.....	+0.4	Minneapolis.....	+0.2	Cincinnati.....	-0.1
Houston.....	+1.0	Philadelphia.....	+0.4	Rochester.....	+0.2	Cleveland.....	-0.1
Oakland.....	+1.0	Rockford, Ill.....	+0.4	Syracuse.....	+0.2	Dayton.....	-0.1
Portland, Ore.....	+0.9	Seattle.....	+0.4	Trenton, N. J.....	+0.2	New Orleans.....	-0.1
Richmond.....	+0.9	Birmingham.....	+0.3	Youngstown.....	+0.2	Pittsburgh.....	-0.1
San Francisco.....	+0.9	Boston.....	+0.3	Akron.....	+0.1	Buffalo.....	-0.2
Manchester, N. H.....	+0.8	Duluth.....	+0.3	Los Angeles.....	+0.1	Lansing.....	-0.2
New York.....	+0.8	Kansas City, Mo.....	+0.3	Sacramento.....	+0.1	Meadville, Pa.....	-0.2
Front Royal, Va.....	+0.7	New Haven.....	+0.3	Toledo.....	+0.1	Parkersburg, W. Va.....	-0.3
Lewistown, Pa.....	+0.7	Omaha.....	+0.3	Wausau, Wis.....	+0.1	Erie, Pa.....	-0.5
Newark.....	+0.7	Anderson, Ind.....	+0.2	Fall River.....	0	Chattanooga.....	-0.6
Providence.....	+0.7	Bridgeport.....	+0.2	Joliet, Ill.....	0	Saginaw, Mich.....	-0.6
Roanoke, Va.....	+0.7	Dallas.....	+0.2	Lynn.....	0	Flint, Mich.....	-0.7
Baltimore.....	+0.6	Des Moines.....	+0.2	Milwaukee.....	0	Grand Rapids.....	-0.8
Wilmington, Del.....	+0.6	Evansville, Ind.....	+0.2	Muskegon.....	0	Memphis.....	-0.8
Huntington, W. Va.....	+0.5	Louisville.....	+0.2	St. Louis.....	0	Detroit.....	-0.9
Indianapolis.....	+0.5						

Board increased 0.1% from July to August, raising the existing level to \$1.021, or 34.5% above that prevailing in January, 1941, and 73.1% above the level of 1929. This represents a new peak in average hourly earnings and marks the thirty-seventh consecutive rise that has taken place. Hours worked a week averaged 45.0, and were the same as in July and only slightly below the May peak of 45.3 hours. Average weekly earnings resumed the upward trend which has been unbroken since July, 1941, except for a 2-cent setback in July when average hours worked declined. Weekly earnings of wage earners in the twenty-five manufacturing industries in August were \$46.21, the highest recorded in these series.

A decline in living costs from July to August, coupled with the rise in weekly earnings, brought a 0.5% rise in "real" weekly earnings which reached a new high. "Real" weekly earnings are now 38.8% above the prewar level of August, 1939, 58.1% above the 1929 level, and 26.8% above the level of January, 1941, the base month of the Little Steel formula. Employment and total man hours rose fractionally in August and payrolls rose 0.2% to a new high.

Wage-rate Increases

The average wage-rate increase received by wage earners in the twenty-five manufacturing industries was 7.0%, which compares with 7.8% in July and an average of 7.0% for the previous six months. The percentage of workers receiving increases declined substantially, however, from 1.1% in July to 0.3% in August, as compared with an average of 1.0% for the previous six-month period.

Class I Railroads

The Board's semi-annual survey of earnings, hours and employment of Class I railroads, appearing on page 424, shows that passenger and freight traffic reached an unprecedented high level in the first half of 1943. Rail-

roads hired more people and their personnel worked longer hours in order to meet the burden. Hourly earn-

WAGE-RATE INCREASES AND WORKERS AFFECTED

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1942		
August.....	9.6%	5.8%
September.....	5.7	6.5
October.....	5.3	6.7
November.....	6.6	6.7
December.....	2.0	5.0
1943		
January.....	0.6	14.4
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0

ings averaged \$8.69 for the first six months of 1943, and hours worked 52.1 a week, with earnings up to a new peak of \$45.27 a week.

STRIKES

There was considerable strike activity in September, as indicated by the Board's table appearing on page 435. In the absence of the complete reports of the Bureau of Labor Statistics which have been temporarily suspended because of reduced appropriations, THE CONFERENCE BOARD can present only its own figures based upon incomplete statements appearing in the daily press.

The most important single strike of the month was one of 2,600 employees of the Pacific Electric Railway Company who left their jobs on September 24 because

their demands for a wage increase of 13¢ an hour had not been met. Months ago, the company agreed to grant the workers the increase, but, in accordance with the national wage policy, such an increase requires approval of the War Labor Board and the Economic Stabilization Director, Fred L. Vinson. A compromise settlement of 3¢ an hour offered by Director Vinson was promptly rejected by the employees. A threat to strike in July resulted in the naming of a panel by the President to investigate the transportation wage structure in the Los Angeles area. Delay in acting, however, brought about the strike in September, despite all the efforts of the President and the Army. The strike ended two days later after the President promised speedier action and a new set-up for handling the dispute.

Like so many other strikes today, the magnitude or pressure of the strike cannot be measured merely on the basis of the number of workers directly involved. Although only 2,600 workers went on strike, these men tied up the daily movement of 400,000 commuters, a large percentage of whom used these facilities to get to and from essential jobs in southern California's important airplane and shipbuilding plants and oil fields. In addition, over 2,000 carloads of freight, much of which was material essential for production in these war plants, was held up two days. This strike was in violation of the Smith-Connally anti-strike law, and a serious blow to the war effort.

G. CLARK THOMPSON
Division of Labor Statistics

Earnings, Hours, Employment and Payrolls in Manufacturing, August, 1943

EARNINGS, employment and payrolls of wage earners in twenty-five manufacturing industries rose to new peak levels in August, according to THE CONFERENCE BOARD's regular monthly survey. While the August level of total man hours worked was slightly below that of June of this year, it was higher than in any other month. The average number of hours worked in one week in August remained unchanged at the July level. The August work week was longer than in any other month since April, 1930, except May and June, 1943.

HOURLY AND WEEKLY EARNINGS

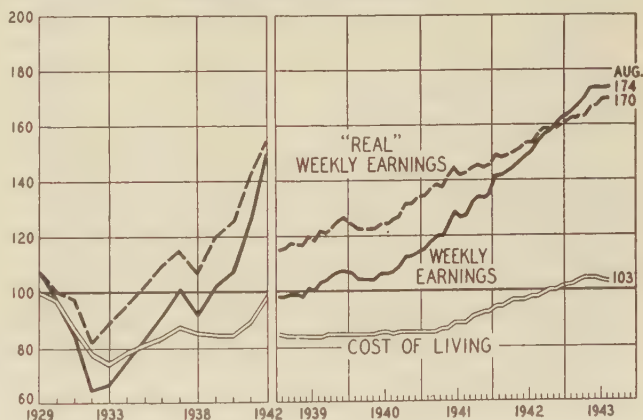
All wage earners in the twenty-five industries received \$1.021, on the average, for each hour of work in August. This new peak level, while only fractionally higher than that in July, was 34.5% more than in January, 1941, the base date of the Little Steel formula. For the twenty-five industries combined, the July-to-August rise in average hourly earnings, which amounted to only 0.1%, reflected both a greater number of man hours worked and wage-rate increases which were reported to be 0.02% for all workers. Hourly earnings were also fractionally higher for each of the wage-earner groups. Of the individual industries surveyed, eighteen showed higher hourly earnings in August. The largest advance was 5.2% in the paint and varnish industry. In only one industry, leather tanning, earnings per hour were the same in both July and August. Declines in hourly earnings were registered in the remaining six industries.

Weekly earnings rose 0.2% in August and reached a new peak level of \$46.21. This average was 51.0% above weekly earnings in January, 1941. Except for semi-skilled and skilled male workers, who received the same average weekly return in both July and August,

all groups of workers received slightly higher weekly wages in August. The effect of large increases of 1.2%

AVERAGE WEEKLY EARNINGS, 25 MANUFACTURING INDUSTRIES

Index Numbers, 1923=100
Source: THE CONFERENCE BOARD



in the weekly earnings of unskilled wage earners and of 1.1% for women workers was almost entirely offset by the fact that the weekly earnings of the numerically larger group of semi-skilled and skilled male wage earners did not change. From July to August weekly earnings of workers in eighteen of the industries rose. The largest increase was 4.6% in book and job printing. "Real" weekly earnings, or dollar weekly income in terms of the commodities and services it will purchase, rose 0.5% in August. The August index of 169.5 (1923=100) was 26.8% higher than the index for January, 1941, with living costs having risen only 19.2% as compared

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Realo	Actual	Realo				
1942 August.....	\$.940	\$40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
September.....	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
October.....	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
November.....	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
December.....	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943 January.....	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020 _r	46.14 _r	45.0	43.1	188.5 _r	183.4 _r	173.4 _r	168.7 _r	91.5	148.6 _r	136.0 _r	257.7 _r
August.....	1.021	46.21	45.0	43.2	188.7	184.1	173.7	169.5	91.5	148.7	136.1	258.3

r Revised

See footnotes on page 423

EARNINGS AND HOURS, ALL WAGE EARNERS, AUGUST, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.081	\$1.078	\$50.19	\$50.20	46.4	46.6	46.5	46.4
Automobile ¹	1.288	1.301 _r	58.80	59.60	45.6	45.8	43.4	43.3
Boot and shoe ².....	.702	.699	28.14	27.34	40.1	39.1	41.1	41.0
Chemical.....	1.025	1.026	47.56	46.48	46.4	45.3	42.8	42.4
Rayon and allied products.....	.915	.912	42.55	38.85	46.5	42.6	42.7	42.1
Cotton—North.....	.743	.741	32.11	32.08	43.2	43.3	40.6	40.6
Electrical manufacturing.....	1.068	1.065	49.55	49.16	46.4	46.2	42.5	42.5
Furniture ³.....	.973	.969 _r	45.85	46.54 _r	47.1	48.0 _r	45.2	43.7
Hosiery and knit goods.....	.762	.760	31.05	30.66	40.8	40.4	41.0	41.0
Iron and steel ³	1.144	1.155	47.36	50.19	41.4	43.5	41.9	42.0
Leather tanning and finishing.....	.863	.863	36.77	36.39	42.6	42.2	42.9	42.8
Lumber and millwork.....	1.086	1.081	51.15	49.83	47.1	46.1	46.1	46.1
Meat packing.....	.890	.881	42.63	41.88	48.0	47.5	40.7	40.7
Paint and varnish.....	.973	.925	44.81	44.03	46.1	47.6	40.8	40.7
Paper and pulp.....	.882	.877	41.30	41.08	46.8	46.8	43.1	43.1
Paper products.....	.806	.800	35.67	35.17	44.3	44.0	42.4	42.1
Printing—book and job.....	1.013	.978 _r	42.84	40.96 _r	42.3	41.9 _r	40.7	40.7
Printing—news and magazine.....	1.116	1.135	45.88	45.91	41.1	40.5	40.9	39.8
Rubber.....	1.132	1.120	51.32	50.40	45.4	45.0	42.4	42.3
1. Rubber tires and tubes.....	1.241	1.241	55.99	56.58	45.1	45.6	42.9	42.8
2. Other rubber products.....	.987	.953	45.08	42.13	45.7	44.2	41.7	41.5
Silk and rayon.....	.733	.731	30.64	30.40	41.8	41.6	42.2	42.4
Wool.....	.887	.884	37.99	37.92	42.8	42.9	41.4	41.3
1. Woolen and worsted goods.....	.875	.869	37.88	37.39	43.3	43.0	40.9	40.3
2. Other woolen products ⁴.....	.908	.907	38.17	38.77	42.0	42.7	42.3	42.9
Foundries and machine shops.....	1.114	1.113	53.13	52.97	47.7	47.6	45.2	45.2
1. Foundries.....	1.074	1.064	49.70	48.99	46.3	46.1	43.4	43.1
2. Machines and machine tools.....	1.083	1.090	53.54	54.29	49.4	49.8	47.9	47.9
3. Heavy equipment.....	1.195	1.182	56.58	55.45	47.4	46.9	45.7	45.6
4. Hardware and small parts.....	1.056	1.053	49.79	49.39	47.2	46.9	44.7	44.7
5. Other products.....	1.098	1.104	52.33	52.64	47.7	47.7	44.3	44.4
25 INDUSTRIES.....	\$1.021	\$1.020 _r	\$46.21	\$46.14 _r	45.0	45.0	43.2	43.1
Cement.....	\$.848	\$.856	\$36.17	\$35.86	42.7	41.9	42.1	42.1
Petroleum refining.....	1.237	1.245	57.17	55.93	46.2	44.9	40.6	40.1
27 INDUSTRIES.....	\$1.023	\$1.022 _r	\$46.29	\$46.20 _r	45.0	45.0	43.2	43.1
Aircraft.....	\$1.051	\$1.057 _r	\$47.97	\$48.17 _r	45.6	45.6 _r	47.1	47.2 _r
Shipbuilding.....	1.285	1.280	60.00	60.15	46.7	47.0	47.7	47.6

See footnotes on page 423

with a 51.0% advance in dollar weekly earnings during the period.

EMPLOYMENT, MAN HOURS AND PAYROLLS

Employment in the twenty-five industries rose to a new peak level in August. The number of employed wage earners in August was 0.1% greater than in the previous high months of June and July. Since January, 1941, 36.3% more persons have been added to the payrolls in these industries. Total man hours, which reflect changes in the average number of hours worked in one week as well as those in employment, advanced 0.1% in August. While the August level, 136.1 (1923 = 100), was still slightly below the June high point, it was 52.7% above the January, 1941, average. Payrolls, showing the influence of changes in hourly earnings, employment and hours worked a week, rose 0.2% in the one-month period, and attained a new all-time high of 258.3 (1923 = 100). Since January, 1941, payrolls disbursed in these twenty-five industries have risen 105.8%.

BOOT AND SHOE INDUSTRY

The averages for the boot and shoe industry shown in the accompanying tables are not entirely comparable with those previously published. Earnings and hours have been revised from June, 1939, to date to include

reports received too late for inclusion in the published monthly figures. Indexes of employment have been adjusted to the levels of the 1939 Census of Manufactures and, as a result, man hours and payrolls are also revised. The index series extends from January, 1935, to date. The revised data are available upon request.

CEMENT AND PETROLEUM

Average weekly earnings of all wage earners in the cement industry rose slightly, largely because almost an hour more a week was averaged in August. This was also true of both unskilled and skilled male workers. Although in previous months employment had been drastically reduced in this industry, from July to August only a fractional decline was recorded.

Largely because of longer working hours, weekly earnings of workers in petroleum refineries rose substantially in August. However, an increase in the number of the more highly paid semi-skilled and skilled workers was also a contributory factor. Average weekly earnings for all workers in this industry were \$57.17 in August.

AIRCRAFT AND SHIPBUILDING

Wage earners in the aircraft industry received a slightly smaller weekly return in August as hourly earnings were lower than they had been in July. A relatively

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, AUGUST, 1943

Index Numbers, 1923 = 100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual	Weekly										
		Actual		Real a								
		Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	
Agricultural implement.....	194.4	193.9	182.4	182.5	178.0	177.5	180.4	175.9	169.0	165.5	329.0	321.0
Automobile ¹	203.8	205.9 _r	195.1	197.7	190.3	192.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe ⁶	141.8	141.2	124.5	121.0	121.5	117.7	89.4	91.8 _r	78.6	78.7 _r	111.3	111.1 _r
Chemical.....	202.6	202.8	176.7	172.7	172.4	168.0	166.4	163.8	145.1	139.6	294.0	282.9
Cotton—North.....	167.0	166.5	151.2	151.0	147.5	146.9	46.6	47.7	42.1	43.2	70.5	72.0
Electrical manufacturing.....	188.0	187.5	182.9	181.5	178.4	176.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture ²	188.2	187.4 _r	183.8	186.6 _r	179.3	181.5 _r	146.0	141.6 _r	142.6	141.0 _r	268.3	264.2 _r
Hosiery and knit goods.....	199.5	199.0	175.7	173.5	171.4	168.8	86.1	86.4	75.9	75.4	151.3	149.9
Iron and steel ³	191.9	193.8	138.4	146.7	135.0	142.7	130.2	124.9	93.5	94.2	180.2	183.2
Leather tanning and finishing.....	177.6	177.6	158.8	157.1	154.9	152.8	75.4	76.6	67.5	67.9	119.7	120.3
Lumber and millwork.....	229.6	228.5	218.4	212.8	213.1	207.0	57.2	58.0	54.5	54.0	124.9	123.4
Meat packing.....	188.2	186.3	181.3	177.9	176.9	173.1	130.8	130.8	126.4	125.0	237.1	232.7
Paint and varnish.....	182.2	173.2	168.6	165.7	164.5	161.2	141.7	143.7	131.2	137.4	238.9	238.1
Paper and pulp.....	175.0	174.0	158.4	157.5	154.5	153.2	113.1	114.0	102.1	102.9	179.2	179.6
Paper products.....	176.8	175.4	163.8	161.5	159.8	157.1	184.0	183.4	171.3	169.5	301.4	296.2
Printing—book and job.....	155.1	149.8 _r	143.0	136.8 _r	139.5	133.1 _r	121.4	124.7 _r	111.9	113.9 _r	173.6	170.6 _r
Printing—news and magazine.....	161.0	163.8	146.9	147.0	143.3	143.0	121.8	122.9	111.2	110.6	178.9	180.7
Rubber.....	180.8	178.9	183.1	179.8	178.6	174.9	119.2	116.6	120.7	117.1	218.3	209.6
Silk and rayon.....	147.8	147.4	133.0	132.0	129.8	128.4	85.4	85.1	76.8	76.2	113.6	112.3
Wool.....	175.6	175.0	158.5	158.2	154.6	153.9	75.4	77.8	67.9	70.3	119.5	123.1
Foundries and machine shops.....	194.4	194.2	187.3	186.7	182.7	181.6	247.0	249.9	237.6	239.9	462.6	466.6
1. Foundries.....	182.0	180.3	167.8	165.5	163.7	161.0	156.5	157.3	144.3	144.4	262.6	260.3
2. Machines and machine tools.....	197.3	198.5	196.1	198.9	191.3	193.5	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	178.4	176.4	171.4	167.9	167.2	163.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	206.3	205.7	200.7	199.1	195.8	193.7	217.1	216.8	211.2	209.6	435.7	431.6
5. Other products.....	196.1	197.1	191.5	192.6	186.8	187.4	270.9	274.2	264.7	267.9	518.8	528.1
25 INDUSTRIES.....	188.7	188.5 _r	173.7	173.4 _r	169.5	168.7 _r	148.7	148.6 _r	136.1	136.0 _r	258.3	257.7 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries." See footnotes on page 423

smaller number of semi-skilled and skilled male workers and a larger proportion of lower-paid female workers were also a contributory factor to the decline. The average for all workers in August was \$47.97 for a work week of 45.6 hours.

A reduction in the number of hours worked in one week was responsible for lowering the weekly earnings of all wage earners in the shipbuilding industry to \$60.00. Hourly earnings, however, rose between the two months, because female workers and semi-skilled and skilled male wage earners received higher hourly earnings.

LABOR STATISTICS IN AUGUST

Hourly earnings advanced 0.1% in August to \$1.021. They were 8.6% more than in August, 1942, and 73.1% higher than in 1929.

Weekly earnings of \$46.21 in August exceeded those in July by 0.2%, those a year before, by 13.1% and the 1929 average, by 61.9%.

"Real" weekly earnings or dollar weekly earnings adjusted for changes in living costs, rose 0.5% in August and were 8.2% above the August, 1942, level and 58.1% above the average for 1929.

Hours per week remained unchanged at 45.0 in August, but were 4.2% more than in August of last year. Since 1929, they have declined 6.8%.

Employment increased 0.1% to reach 148.7 (1923 = 100). Since August, 1942, employment has increased 7.8% and since 1929, 47.2%.

Man hours, after rising 0.1% in August, were 12.4% more than in August of 1942 and 37.2% above the 1929 average.

Payrolls in August stood at 258.3 (1923 = 100). They exceeded those of July by 0.2%, those of August, 1942, by 22.0% and the 1929 average by 138.3%.

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EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, AUGUST, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.109	\$1.106	\$51.69	\$51.66	46.6	46.7	\$.854	\$.848	\$38.49	\$38.31	45.1	45.2
Automobile ¹	1.350	1.362 _r	62.92	63.40	46.6	46.5	1.065	1.083	45.22	46.89	42.5	43.3
Boot and shoe ².....	.832	.827	34.16	33.06	41.1	40.0	.582	.579	22.85	22.21	39.3	38.4
Chemical.....	1.099	1.101	51.98	50.76	47.3	46.1	.708	.706	30.73	29.37	43.4	41.6
Rayon and allied products.....	1.019	1.018	45.86	45.71	45.0	44.9	.686	.671	27.51	26.71	40.1	39.8
Cotton—North.....	.811	.811	36.73	37.05	45.3	45.7	.659	.657	27.03	26.74	41.0	40.7
Electrical manufacturing.....	1.212	1.205	58.27	57.60	48.1	47.8	.805	.803	35.05	34.89	43.6	43.4
Furniture ³	1.043	1.031 _r	50.70	51.06 _r	48.6	49.5 _r	.780	.772 _r	33.96	33.91 _r	43.6	43.9 _r
Hosiery and knit goods.....	1.035	1.044	44.54	44.43	43.0	42.5	.637	.630	25.35	24.87	39.8	39.4
Iron and steel ⁴	1.157	1.167	48.05	51.05	41.5	43.8	.858	.847	33.06	31.32	38.5	37.0
Leather tanning and finishing.....	.890	.888	38.31	37.95	43.0	42.7	.702	.706	28.09	27.59	40.0	39.1
Lumber and millwork.....	1.086	1.081	51.15	49.83	47.1	46.1	.....	.....	.....	.....	.....	.....
Meat packing.....	.940	.930	46.50	45.46	49.4	48.9	.684	.681	29.27	29.18	42.8	42.9
Paint and varnish.....	.989	.967	44.84	45.64	45.3	47.2	.687	.742	28.77	31.24	41.9	42.1
Paper and pulp.....	.906	.901	43.10	42.91	47.5	47.6	.652	.647	26.76	26.32	41.0	40.7
Paper products.....	.934	.927	43.33	42.96	46.4	46.4	.616	.609	25.56	24.84	41.5	40.8
Printing—book and job.....	1.185	1.148 _r	50.67	48.72 _r	42.8	42.5 _r	.655	.648 _r	27.09	26.46 _r	41.4	40.8 _r
Printing—news and magazine.....	1.210	1.234	49.82	50.01	41.2	40.5	.719	.711	29.37	28.55	40.8	40.2
Rubber.....	1.294	1.277	61.51	60.18	47.5	47.1	.827	.817	34.54	33.78	41.8	41.4
1. Rubber tires and tubes.....	1.364	1.360	63.51	64.22	46.6	47.2	.932	.920	38.91	38.42	41.8	41.8
2. Other rubber products.....	1.178	1.128	57.98	53.01	49.2	47.0	.737	.728	30.77	29.88	41.8	41.0
Silk and rayon.....	.826	.824	35.92	35.57	43.5	43.2	.604	.602	23.95	23.82	39.7	39.5
Wool.....	.957	.950	42.13	42.23	44.0	44.5	.771	.771	31.54	31.25	40.9	40.5
1. Woolen and worsted goods.....	.938	.934	41.73	41.87	44.5	44.8	.781	.774	32.56	31.44	41.7	40.6
2. Other woolen products ⁴.....	.985	.972	42.70	42.73	43.4	44.0	.748	.766	29.50	30.86	39.4	40.3
Foundries and machine shops.....	1.167	1.164	56.55	56.24	48.5	48.3	.844	.843	37.26	37.34	44.2	44.3
1. Foundries.....	1.098	1.082	51.46	50.30	46.9	46.5	.827	.799	33.81	32.25	40.9	40.4
2. Machines and machine tools.....	1.153	1.160	58.13	58.70	50.4	50.6	.805	.808	37.03	37.78	46.0	46.7
3. Heavy equipment.....	1.212	1.198	57.65	56.42	47.6	47.1	.843	.843	36.44	36.06	43.3	42.8
4. Hardware and small parts.....	1.139	1.136	55.53	55.11	48.8	48.5	.807	.806	34.70	34.45	43.0	42.7
5. Other products.....	1.161	1.169	56.56	56.95	48.7	48.7	.876	.876	38.84	38.84	44.3	44.3
25 INDUSTRIES.....	\$1.112	\$1.110 _r	\$51.48	\$51.39 _r	46.2	46.2 _r	\$.705	\$.702 _r	\$29.17	\$28.84 _r	41.2	40.9
Cement.....	.848	.856	36.17	35.86	42.7	41.9	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.237	1.245	57.17	55.93	46.2	44.9	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.111	\$1.110 _r	\$51.44	\$51.33 _r	46.2	46.2	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.128	\$1.139 _r	\$52.99	\$53.51 _r	47.0	47.0 _r	\$.915	\$.909 _r	\$39.70	\$39.36	43.4	43.3 _r
Shipbuilding.....	1.294	1.289	60.55	60.70	46.8	47.1	1.047	1.030	46.09	45.90	44.0	44.6

See footnotes on page 423

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, AUGUST, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$.894	\$.892	\$41.86	\$40.72	46.8	45.7	\$1.139	\$1.135	\$53.05	\$53.21	46.6	46.9
Automobile ¹	1.089	1.097	51.11	50.53 _r	46.9	46.1	1.386	1.399	64.55	65.19 _r	46.6	46.6
Boot and shoe ⁶.....	.457	.455	19.58	19.07	42.9	41.9	.846	.841	34.69	33.57	41.0	39.9
Chemical.....	.924	.924	43.61	42.32	47.2	45.8	1.153	1.155	54.54	53.36	47.3	46.2
Rayon and allied products.....	.755	.751	33.22	33.12	44.0	44.1	1.049	1.049	47.31	47.10	45.1	44.9
Cotton—North.....	.731	.727	32.86	32.98	45.0	45.4	.851	.852	38.65	39.05	45.4	45.8
Electrical manufacturing.....	.890	.883	41.54	41.15	46.7	46.6	1.250	1.244	60.34	59.64	48.3	48.0
Furniture ².....	.823	.799 _r	40.76	39.50 _r	49.5	49.4 _r	1.086	1.072 _r	52.56	53.08 _r	48.4	49.5 _r
Hosiery and knit goods.....	.649	.643	28.74	28.87	44.3	44.9	1.071	1.083	45.97	45.83	42.9	42.3
Iron and steel ³.....	.882	.885	35.89	37.20	40.7	42.0	1.213	1.224	50.61	54.01	41.7	44.1
Leather tanning and finishing.....	.651	.651	27.30	27.28	41.9	41.9	.959	.956	41.59	41.07	43.4	43.0
Lumber and millwork.....	.797	.792	36.24	34.72	45.5	43.9	1.168	1.158	55.52	54.11	47.6	46.7
Meat packing.....	.772	.766	38.21	36.65	49.5	47.9	1.025	1.013	50.65	50.00	49.4	49.4
Paint and varnish.....	.817	.812	35.94	35.73	44.0	44.0	1.073	1.032	49.40	50.67	46.0	49.1
Paper and pulp.....	.756	.752	35.33	34.76	46.7	46.2	.977	.971	46.84	46.91	47.9	48.3
Paper products.....	.714	.730	31.53	32.53	44.1	44.6	1.028	1.007	48.77	47.47	47.4	47.1
Printing—book and job.....	.851	.817 _r	36.30	34.41 _r	42.6	42.1 _r	1.304	1.262 _r	55.83	53.73 _r	42.8	42.6 _r
Printing—news and magazine.....	.781	.779	30.88	30.57	39.5	39.2	1.328	1.359	55.31	55.57	41.7	40.9
Rubber.....	.990	1.006	45.84	46.07	46.3	45.8	1.302	1.284	61.93	60.54	47.6	47.2
1. Rubber tires and tubes.....	1.063	1.086	49.54	50.06	46.6	46.1	1.373	1.368	63.92	64.62	46.6	47.3
2. Other rubber products.....	.724	.733	32.69	32.95	45.1	45.0	1.186	1.136	58.48	53.42	49.3	47.0
Wool.....	.784	.779	34.08	33.77	43.5	43.4	1.042	1.032	46.19	46.46	44.3	45.0
1. Woolen and worsted goods.....	.798	.794	33.95	33.94	42.5	42.7	1.026	1.024	47.05	47.35	45.8	46.3
2. Other woolen products ⁴.....	.752	.743	34.42	33.35	45.8	44.9	1.061	1.042	45.24	45.52	42.6	43.7
Foundries and machine shops.....	.944	.947	45.15	45.07	47.8	47.6	1.203	1.200	58.44	58.12	48.6	48.4
1. Foundries.....	.889	.871	41.01	39.42	46.1	45.3	1.174	1.160	55.38	54.48	47.2	47.0
2. Machines and machine tools.....	.983	1.009	49.05	49.62	49.9	49.2	1.179	1.182	59.51	60.07	50.5	50.8
3. Heavy equipment.....	.947	.951	44.61	44.45	47.1	46.8	1.249	1.235	59.52	58.22	47.7	47.2
4. Hardware and small parts.....	.927	.923	45.16	45.10	48.7	48.9	1.174	1.171	57.24	56.71	48.8	48.4
5. Other products.....	.958	.966	46.25	46.95	48.3	48.6	1.189	1.198	58.02	58.38	48.8	48.7
24 INDUSTRIES⁵.....	\$.863	\$.861_r	\$39.71	\$39.25_r	45.9	45.5	\$1.173	\$1.171_r	\$54.42	\$54.42_r	46.4	46.4_r
Cement.....	.747	.760	32.51	31.97	43.5	42.1	.864	.871	36.72	36.46	42.5	41.8
Petroleum refining.....	.934	.940	38.58	37.89	41.3	40.3	1.271	1.280	59.53	58.24	46.8	45.5
26 INDUSTRIES⁶.....	\$.863	\$.861_r	\$39.64	\$39.17_r	45.8	45.4	\$1.172	\$1.170_r	\$54.37	\$54.34_r	46.3	46.4
Aircraft.....	.996	.995 _r	44.35	44.20 _r	44.5	44.4 _r	1.135	1.147 _r	53.48	54.02 _r	47.1	47.1
Shipbuilding.....	.976	.991	43.94	45.36	45.0	45.8	1.348	1.342	63.54	63.54	47.1	47.3

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Revised from January, 1934, to date. Data for earlier dates available upon request. (Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.)

²Includes wood, metal, and upholstered household and office furniture.

³Earnings and hours of female workers were shown for the first time in July. While data applicable to female workers were included in the averages for all wage earners, separate averages for female workers were not shown because they constituted so small a group.

Averages for all male workers, therefore, are not strictly comparable with those previously published. (Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.)

⁴Principally rugs.

⁵Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

⁶Revised series; data for earlier months available upon request. Actual average figures revised since June, 1939; index numbers since January, 1935.

^aIndexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

_rRevised.

_{n.a.}Not available for publication; included in total indexes.

Group Life Insurance for Retired Employees

As a result of a request from several employee associations, the Sun Oil Company has extended its group life insurance coverage to long-term employees retiring at sixty-five. Under this plan, every employee sixty-five years of age who has had twenty-five years' continuous service and leaves the employ of the company with the

consent of management will be continued on the payroll for an amount sufficient at least to cover the group insurance premium for the amount of insurance in force at the time of retirement. This privilege is not extended to employees who leave to accept gainful employment in other establishments.

Earnings, Hours and Employment—Class I Railroads January–June, 1943

THE VOLUME of passenger and freight traffic on railroads reached an unprecedented high level in the first half of 1943. In order to meet this added burden, longer hours were worked and more persons were employed during the period.

In the years between the two wars, technological improvements in railroad equipment had been largely responsible for a reduction in the number of cars and locomotives in service and in the number of workers required to operate them. With the outbreak of the current conflict, the railroads were called upon to handle freight and passenger traffic in a volume exceeding any before handled. Because of the shortage of vessels and the threat to coastwise shipping, large quantities of goods formerly transported by water are being carried by rail. In addition, much freight and passenger traffic previously transported by truck and private motor were transferred to railroads because of shortages of rubber and petroleum.

As might be expected, more persons were employed and longer hours were worked to meet this emergency. In the first half of 1943, employment (as of the middle of the month) averaged 1,028,000 or more than the average for any year since 1930. Employment rose in each successive month with the exception of February when a sharp decline in the number of unskilled workers was reflected in the totals for all workers. The June level of employment of all wage earners on railroads was the high point for the half-year period, despite a decline in employment in that month in train and engine service.

Hourly earnings, which averaged \$.869 for the first six months of 1943, were higher than the annual average for such earnings in any previous year. The peak level of hourly earnings, \$.878, reached in February, 1942, has not been exceeded inasmuch as the employment of lower-paid nonoperating workers has in-

creased more since then than has the number of more highly paid train and engine service workers. Hourly earnings of all wage earners declined \$.009 in June as the employment of unskilled workers and semi-skilled and skilled shop labor was substantially increased while employment of higher-paid train and engine employees was reduced.

In the first six months of this year, all wage earners on Class I railroads (as of the middle of the month) averaged 52.1 hours of work in a week, which was more than the average for any year since 1918. While workers in all classifications worked more hours in 1943, the longest hours were worked by semi-skilled and skilled shop workers and unskilled laborers. In June, 1943, all wage earners averaged 52.8 hours in one week, which, while slightly fewer than the March work week of 53.0 hours, was more than that of any other individual month in recent years.

Average weekly earnings of all wage earners on railroads were at new peaks in 1943, with the single exception of January when weekly earnings were fractionally below those of December. In June, the average was \$45.41 for all wage earners. Earnings of the groups ranged from \$29.94 a week for unskilled labor to \$59.61 for all train and engine service. "Real" weekly earnings, or dollar weekly income adjusted for changes in living costs (prewar budget), reached their peak in February, 1942, when the 1923 average was exceeded by 53.2%. Since then, living costs have risen more than dollar weekly earnings, with the result that "real" weekly earnings have tapered off. However, the average of 148.2 for the first six months of 1943 (1923=100) was only slightly below 1942 "real" weekly earnings and greater than in any previous year.

ETHEL B. DUNN
Division of Labor Statistics

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JANUARY–JUNE, 1943

Source: Interstate Commerce Commission; computed by THE CONFERENCE BOARD

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923 = 100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923 = 100				
							Actual	Real			
ALL WAGE EARNERS											
1943 January.....	1,013,390	1,133,041	\$.871	148.6	146.5	\$44.11	148.7	146.6	50.7	\$39.45	45.3
February.....	1,006,652	1,131,103	.877	149.7	147.1	45.91	154.8	152.1	52.4	40.86	46.6
March.....	1,015,684	1,149,403	.869	148.3	144.3	46.11	155.5	151.3	53.0	40.75	46.9
April.....	1,033,965	1,160,813	.866	147.8	142.5	45.26	152.6	147.2	52.2	40.32	46.5
May.....	1,036,215	1,167,982	.869	148.3	142.6	44.84	151.2	145.4	51.6	39.78	45.8
June.....	1,062,425	1,196,168	.860	146.8	141.2	45.41	153.1	147.2	52.8	40.33	46.9

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, April, 1943, pp. 162-165.

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JANUARY-JUNE, 1943 (Continued)

Date	Number of Wage Earners		Average Hourly Earnings			Wage Earners as of Middle of Month				All Wage Earners Receiving Pay During Month	
	Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings			Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
				Actual	Real	Actual	Indexes, 1923=100				
ALL TRAIN AND ENGINE SERVICE											
1943 January.....	294,321	316,724	\$1.192	143.1	141.1	\$60.75	138.8	136.9	51.0	\$56.46	47.3
February.....	294,910	316,706	1.195	143.5	141.0	62.50	142.8	140.3	52.3	58.20	48.7
March.....	297,827	320,861	1.197	143.7	139.8	62.15	142.0	138.1	51.9	57.69	48.2
April.....	299,946	321,351	1.203	144.4	139.2	60.17	137.4	132.5	50.0	56.16	46.7
May.....	299,781	321,974	1.202	144.3	138.7	59.13	135.1	129.9	49.2	55.05	45.8
June.....	298,341	318,533	1.206	144.8	139.2	59.61	136.2	131.0	49.4	55.83	46.3
SKILLED AND SEMI-SKILLED SHOP LABOR											
1943 January.....	181,158	188,861	\$.989	138.7	136.8	\$50.31	144.4	142.4	50.9	\$48.26	48.8
February.....	181,240	190,259	.996	139.7	137.2	52.31	150.2	147.5	52.5	49.83	50.0
March.....	183,642	192,823	.988	138.6	134.8	53.30	153.0	148.8	53.9	50.76	51.4
April.....	185,912	194,331	.988	138.6	133.7	52.87	151.8	146.4	53.5	50.58	51.2
May.....	186,824	195,788	.997	139.8	134.4	52.33	150.2	144.4	52.5	49.93	50.1
June.....	189,028	193,312	.991	139.0	133.7	54.01	155.1	149.1	54.5	51.48	52.0
UNSKILLED LABOR											
1943 January.....	247,328	301,424	\$.553	150.7	148.6	\$26.66	145.5	143.5	48.2	\$21.87	39.5
February.....	240,305	296,182	.551	150.1	147.4	27.79	151.7	149.0	50.5	22.55	40.9
March.....	241,027	301,485	.550	149.9	145.8	28.49	155.5	151.3	51.8	22.77	41.4
April.....	251,944	310,015	.552	150.4	145.0	28.56	155.9	150.3	51.7	23.21	42.0
May.....	252,738	316,424	.562	153.1	147.2	29.07	158.7	152.6	51.8	23.22	41.3
June.....	274,510	340,993	.562	153.1	147.2	29.94	163.4	157.1	53.3	24.10	42.9
ROAD FREIGHT ENGINEERS											
1943 January.....	29,411	31,429	\$1.461	138.9	137.0	\$80.95	136.9	135.0	55.4	\$75.76	51.8
February.....	29,461	31,729	1.468	139.5	137.0	84.52	142.9	140.4	57.6	78.48	53.5
March.....	29,879	32,091	1.466	139.4	135.6	83.44	141.1	137.3	56.9	77.69	53.0
April.....	30,013	32,045	1.478	140.5	135.5	80.29	135.8	131.0	54.3	75.20	50.9
May.....	29,967	32,265	1.483	141.0	135.6	79.36	134.2	129.0	53.5	73.71	49.7
June.....	30,105	32,154	1.489	141.5	136.1	78.48	132.7	127.6	52.7	73.48	49.4
ROAD PASSENGER ENGINEERS											
1943 January.....	9,897	10,601	\$2.038	156.3	154.1	\$84.79	145.2	143.2	41.6	\$79.15	38.8
February.....	9,832	10,467	2.053	157.4	154.6	84.84	145.3	142.7	41.3	79.70	38.8
March.....	9,857	10,606	2.054	157.5	153.2	85.05	145.7	141.7	41.4	79.04	38.5
April.....	9,871	10,486	2.084	159.8	154.1	84.37	144.5	139.3	40.5	79.42	38.1
May.....	9,762	10,445	2.081	159.6	153.5	83.20	142.5	137.0	40.0	77.76	37.4
June.....	9,778	10,445	2.071	158.8	152.7	85.22	145.9	140.3	41.2	79.78	38.5
YARD ENGINEERS											
1943 January.....	19,660	20,753	\$1.170	133.0	131.2	\$61.72	133.4	131.6	52.8	\$58.47	50.0
February.....	19,618	20,592	1.171	133.1	130.7	63.30	136.8	134.4	54.1	60.30	51.5
March.....	19,786	20,923	1.173	133.3	129.7	63.27	136.8	133.1	53.9	59.83	51.0
April.....	19,908	20,999	1.165	132.4	127.7	60.82	131.5	126.8	52.2	57.66	49.5
May.....	19,734	20,869	1.163	132.2	127.1	59.82	129.3	124.3	51.4	56.57	48.6
June.....	19,794	20,787	1.164	132.3	127.2	59.52	128.7	123.7	51.2	56.68	48.7
ROAD FREIGHT CONDUCTORS											
1943 January.....	22,456	24,093	\$1.241	141.7	139.7	\$72.35	137.7	135.8	58.3	\$67.44	54.3
February.....	22,189	23,928	1.243	141.9	139.4	76.30	145.2	142.6	61.4	70.75	56.9
March.....	22,635	24,499	1.246	142.2	138.3	74.80	142.3	138.4	60.0	69.11	55.5
April.....	22,773	24,541	1.262	144.1	139.0	72.48	137.9	133.0	57.5	67.26	53.3
May.....	22,967	24,774	1.264	144.3	138.8	71.15	135.4	130.2	56.3	65.96	52.2
June.....	22,796	24,411	1.268	144.7	139.1	72.04	137.1	131.8	56.8	67.28	53.1
ROAD PASSENGER CONDUCTORS											
1943 January.....	7,858	8,439	\$1.656	149.3	147.2	\$77.79	144.5	142.5	47.0	\$72.43	43.7
February.....	7,925	8,468	1.689	152.3	149.6	77.80	144.5	141.9	46.1	72.81	43.1
March.....	7,965	8,579	1.676	151.1	147.0	77.52	144.0	140.1	46.2	71.97	42.9
April.....	7,981	8,573	1.691	152.5	147.1	76.76	142.6	137.5	45.4	71.41	42.2
May.....	7,960	8,506	1.701	153.4	147.5	75.80	140.8	135.4	44.6	70.94	41.7
June.....	7,983	8,598	1.690	152.4	146.5	77.80	144.5	138.9	46.0	72.24	42.7
YARD CONDUCTORS											
1943 January.....	20,281	21,489	\$1.121	133.9	132.1	\$61.07	133.8	131.9	54.5	\$57.64	51.4
February.....	20,332	21,472	1.121	133.9	131.5	62.48	142.0	139.5	55.7	59.16	52.8
March.....	20,511	21,756	1.121	133.9	130.3	62.69	142.4	138.5	55.9	59.11	52.7
April.....	20,460	21,595	1.114	133.1	128.4	60.90	138.4	133.5	54.6	57.70	51.8
May.....	20,460	21,856	1.114	133.1	128.0	59.49	135.2	130.0	53.4	55.69	50.0
June.....	20,437	21,515	1.112	132.9	127.8	59.47	135.1	129.9	53.5	56.49	50.8

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, April, 1943, pp. 162-165.

EMPLOYMENT, EARNINGS AND HOURS, CLASS I RAILROADS, JANUARY-JUNE, 1943 (Continued)

Date		Number of Wage Earners		Average Hourly Earnings		Wage Earners as of Middle of Month				All Wage Earners Receiving Pay During Month		
		Middle of Month	Receiving Pay During Month	Actual	Indexes, 1923=100		Average Weekly Earnings		Average Actual Hours per Week per Wage Earner	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	
					Actual	Real	Actual	Indexes, 1923=100				Actual	Real
ROAD FREIGHT FIREMEN												
1943	January.....	31,659	34,368	\$1.161	148.8	146.7	\$59.02	143.5	141.5	50.8	\$54.36	46.8
	February.....	31,797	34,425	1.156	148.2	145.6	60.84	147.9	145.3	52.6	56.20	48.6
	March.....	32,360	35,098	1.156	148.2	144.2	59.88	145.6	141.6	51.8	55.21	47.8
	April.....	32,605	35,312	1.165	149.4	144.1	57.47	139.7	134.7	49.3	53.07	45.6
	May.....	32,530	35,175	1.168	149.7	143.9	56.76	138.0	132.7	48.6	52.49	45.0
	June.....	32,678	35,038	1.173	150.4	144.6	56.08	136.3	131.1	47.8	52.30	44.6
ROAD PASSENGER FIREMEN												
1943	January.....	9,118	10,026	\$1.681	169.1	166.8	\$67.48	156.1	153.9	40.1	\$61.37	36.5
	February.....	9,046	9,891	1.702	171.2	168.2	67.69	156.5	153.7	39.8	61.91	36.4
	March.....	8,997	9,918	1.708	171.8	167.1	68.23	157.8	153.5	39.9	61.89	36.2
	April.....	9,128	10,000	1.725	173.5	167.3	66.56	153.9	148.4	38.6	60.76	35.2
	May.....	8,970	9,871	1.735	174.5	167.8	65.89	152.4	146.5	38.0	59.87	34.5
	June.....	9,007	9,897	1.727	173.7	167.0	67.44	156.0	150.0	39.1	61.38	35.6
YARD FIREMEN												
1943	January.....	21,116	23,237	\$.929	137.2	135.3	\$45.02	130.5	128.7	48.5	\$40.91	44.0
	February.....	21,169	23,134	.945	139.6	137.1	46.75	135.5	133.1	49.5	42.78	45.3
	March.....	21,210	23,298	.945	139.6	135.8	46.91	136.0	132.3	49.6	42.71	45.2
	April.....	21,169	23,240	.937	138.4	133.5	45.45	131.7	127.0	48.5	41.40	44.2
	May.....	21,259	23,036	.936	138.3	133.0	44.15	128.0	123.1	47.2	40.75	43.5
	June.....	21,115	22,776	.939	138.7	133.4	44.58	129.2	124.2	47.5	41.33	44.0
ROAD FREIGHT BRAKEMEN												
1943	January.....	54,531	58,642	\$1.025	149.9	147.8	\$54.34	139.8	137.9	53.0	\$50.53	49.3
	February.....	54,691	58,818	1.028	150.3	147.6	56.40	145.1	142.5	54.9	52.45	51.0
	March.....	55,261	59,459	1.036	151.5	147.4	55.89	143.8	139.9	53.9	51.95	50.1
	April.....	55,754	59,651	1.046	152.9	147.4	54.03	139.0	134.0	51.6	50.50	48.3
	May.....	55,710	59,492	1.040	152.0	146.2	53.32	137.2	131.9	51.3	49.93	48.0
	June.....	55,229	58,942	1.046	152.9	147.0	53.90	138.7	133.4	51.5	50.51	48.3
ROAD PASSENGER BRAKEMEN												
1943	January.....	12,523	13,701	\$1.299	165.5	163.2	\$59.76	163.4	161.1	46.0	\$54.62	42.1
	February.....	12,662	13,790	1.318	167.9	164.9	59.75	163.4	160.5	45.3	54.87	41.6
	March.....	12,870	13,940	1.307	166.5	162.0	59.12	161.7	157.3	45.2	54.58	41.7
	April.....	12,992	14,072	1.326	168.9	162.9	58.30	159.4	153.7	44.0	53.83	40.6
	May.....	13,218	14,342	1.327	169.0	162.5	56.35	154.1	148.2	42.4	51.93	39.1
	June.....	12,898	14,026	1.284	163.6	157.3	60.16	164.5	158.2	46.9	55.32	43.1
YARD BRAKEMEN												
1943	January.....	51,876	55,723	\$1.042	135.1	133.2	\$50.18	133.5	131.7	48.2	\$46.72	44.8
	February.....	52,297	55,805	1.043	135.3	132.9	51.30	136.5	134.1	49.2	48.08	46.1
	March.....	52,585	56,465	1.044	135.4	131.7	51.51	137.0	133.3	49.3	47.97	45.9
	April.....	53,468	56,683	1.041	135.0	130.2	49.46	131.6	126.9	47.5	46.66	44.8
	May.....	53,395	57,143	1.037	134.5	129.3	48.45	128.9	123.9	46.7	45.27	43.6
	June.....	52,721	55,800	1.048	135.9	130.7	48.71	129.6	124.6	46.5	46.02	43.9

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, April, 1943, pp. 162-165.

Course in Industrial Medicine

The second post-graduate course in industrial medicine will be offered by the Long Island College of Medicine from November 1 to November 12, 1943. The course will consist of lectures by leading industrial physicians and members of the college faculty, and of clinics in the medical departments of near-by industrial plants. It is presented under the auspices of the Department of Preventive Medicine and Community Health and directed by Dr. Thomas D. Dublin, Associate Professor. Assisting him in the formulation and development of the program are Dr. Cassius H. Watson, Medical Director of

the American Telephone and Telegraph Company, Dr. John J. Wittmer, Medical and Personnel Director of Consolidated Edison Company, and Alfred R. Crawford of the college's Department of Administration.

This course should be of special interest to industrial physicians or to those interested in the field of industrial medicine.

Persons desiring further information or wishing to register should address their inquiry to Long Island College of Medicine, Department of Administration, 350 Henry Street, Brooklyn 2, New York.

Cost of Living, United States and 70 Cities, September

THE COST of living for wage earners' families in the United States rose 0.3% in September, after having declined in July and in August. Fractional rises in food, clothing and sundries costs were accompanied by no change in housing and fuel and light prices. THE CONFERENCE BOARD's index of living costs now stands at 103.1 (1923=100), 4.4% higher than a year previous, and 19.9% more than in January, 1941. Food prices are 13.0% above those of mid-May, 1942, which was just before the General Maximum Price Regulation became effective. The purchasing value of the dollar de-

clined from 97.3¢ in August to 97.0¢ in September.

Living costs over the month rose in forty-six cities, remained unchanged in seven, and declined in sixteen. The greatest advance, 1.2%, occurred in Spokane, where food prices increased 3.2%. The largest decline, 0.9%, was recorded in Detroit. Yearly increases in the sixty-nine industrial cities for which THE CONFERENCE BOARD compiles indexes varied from 8.3% in Macon down to 2.1% in New Haven.

HELEN S. HILL
Division of Labor Statistics

CHANGES IN THE COST OF LIVING ON A WARTIME BUDGET, SEPTEMBER, 1943

Item	Index Numbers, 1923=100			Percentage Changes	
	September, 1943	August, 1943	September, 1942	August, 1943 to September, 1943	September, 1942 to September, 1943
Food ¹	112.0	111.4	102.8	+0.5	+8.9
Housing.....	90.8	90.8	90.8	0	0
Clothing.....	89.8	89.3	88.4	+0.6	+1.6
Men's.....	99.5	99.1	97.8	+0.4	+1.7
Women's.....	80.1	79.5	78.9	+0.8	+1.5
Fuel and light ²	92.6	92.6	90.5	0	+2.3
Electricity.....	67.2	67.2r	67.5	0	-0.4
Gas.....	94.6	94.6r	94.8	0	-0.2
Sundries.....	107.4	107.3	104.6	+0.1	+2.7
Weighted average of all items.....	103.1	102.8	98.8	+0.3	+4.4
Purchasing value of dollar.....	97.0	97.3	101.2	-0.3	-4.2

¹Based on THE CONFERENCE BOARD indexes of food prices, September 15, 1942, August 13, 1943, and September 15, 1943.

²Includes fuel as well as electricity and gas. r Revised

COST OF LIVING IN 65 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943		Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Akron						Baltimore					
Food.....	150.5	150.4r	140.0	+0.1	+7.5	Food.....	150.5	149.2	133.8	+0.9	+12.5
Housing.....	113.7	113.7	113.7	0	0	Housing.....	103.2	103.2	104.2	0	-1.0
Clothing.....	121.4	121.2	121.1	+0.2	+0.2	Clothing.....	120.9	120.1	120.3	+0.7	+0.5
Fuel and light.....	109.0	108.8	109.9	+0.2	-0.8	Fuel and light.....	104.9	104.9	102.7	0	+2.1
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	133.8	130.9	130.6	+2.2	+2.5
Sundries.....	115.2	115.2	108.1	0	+6.6	Sundries.....	118.6	118.6	109.3	0	+8.5
Weighted Total.....	125.6	125.5	120.5	+0.1	+4.2	Weighted Total.....	126.9	126.2	118.5	+0.6	+7.1
Anderson, Ind.						Birmingham					
Food.....	157.0	156.8	136.4	+0.1	+15.1	Food.....	156.2	155.0	138.5	+0.8	+12.8
Housing.....	111.7	111.7	111.7	0	0	Housing.....	105.7	105.7	105.7	0	0
Clothing.....	130.9	130.4	131.1	+0.4	-0.2	Clothing.....	125.1	125.0	124.6	+0.1	+0.4
Fuel and light.....	113.2	113.2	109.5	0	+3.4	Fuel and light.....	100.6	100.5	97.9	+0.1	+2.8
Housefurnishings.....	142.1	142.1	142.1	0	0	Housefurnishings.....	117.8	117.8	117.8	0	0
Sundries.....	117.6	117.2	114.2	+0.3	+3.0	Sundries.....	110.8	110.7	109.6	+0.1	+1.1
Weighted Total.....	131.3	131.1	123.9	+0.2	+6.0	Weighted Total.....	124.3	123.9	118.5	+0.3	+4.9
Atlanta						Boston					
Food.....	153.5	152.4	130.7	+0.7	+17.4	Food.....	139.9	138.8	128.0	+0.8	+9.3
Housing.....	99.2	99.2	99.2	0	0	Housing.....	103.5	103.5	103.9	0	-0.4
Clothing.....	123.2	122.5	123.4	+0.6	-0.2	Clothing.....	125.2	124.8	124.9	+0.3	+0.2
Fuel and light.....	111.6	110.5	107.4	+1.0	+3.9	Fuel and light.....	120.7	120.7	118.0	0	+2.3
Housefurnishings.....	117.9	117.1	117.1	+0.7	+0.7	Housefurnishings.....	122.5	122.5	122.6	0	-0.1
Sundries.....	112.4	112.7	108.6	-0.3	+3.5	Sundries.....	111.8	111.8	109.6	0	+2.0
Weighted Total.....	124.1	123.6	115.5	+0.4	+7.4	Weighted Total.....	122.6	122.2	117.7	+0.3	+4.2

r Revised

COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943		Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Bridgeport						Denver					
Food.....	139.3	138.7	134.1	+0.4	+3.9	Food.....	143.1	139.8	131.5	+2.4	+8.8
Housing.....	106.5	106.5	106.9	0	-0.4	Housing.....	105.6	105.6	105.6	0	0
Clothing.....	125.8	125.4	124.3	+0.3	+1.2	Clothing.....	122.5	121.9	121.0	+0.5	+1.2
Fuel and light.....	115.6	115.6	112.1	0	+3.1	Fuel and light.....	99.0	99.0	96.5	0	+2.6
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	124.5	124.3	122.5	+0.2	+1.6
Sundries.....	123.0	123.0	114.3	0	+7.6	Sundries.....	112.7	112.8	110.0	-0.1	+2.5
Weighted Total.....	124.8	124.6	120.5	+0.2	+3.6	Weighted Total.....	121.6	120.4	116.7	+1.0	+4.2
Buffalo						Des Moines					
Food.....	143.4	144.6	131.7	-0.8	+8.9	Food.....	142.1	142.0r	131.6	+0.1	+8.0
Housing.....	114.7	114.7	114.7	0	0	Housing.....	105.3	105.3	105.3	0	0
Clothing.....	118.6	118.2	117.7	+0.3	+0.8	Clothing.....	128.7	128.0	126.7	+0.5	+1.6
Fuel and light.....	106.0	106.0	102.8	0	+3.1	Fuel and light.....	109.4	107.9	108.5	+1.4	+0.8
Housefurnishings.....	126.1	126.1	125.4	0	+0.6	Housefurnishings.....	123.8	123.8	124.2	0	-0.3
Sundries.....	109.3	109.3	106.8	0	+2.3	Sundries.....	111.3	111.2r	109.6	+0.1	+1.6
Weighted Total.....	122.6	122.9	117.8	-0.2	+4.1	Weighted Total.....	121.0	120.7r	117.1	+0.2	+3.3
Chattanooga						Detroit					
Food.....	157.2	159.7	137.9	-1.6	+14.0	Food.....	148.3	151.7	136.0r	-2.2	+9.0
Housing.....	103.0	103.0	103.7	0	-0.7	Housing.....	107.0	107.0	107.0	0	0
Clothing.....	118.7	118.5	118.2	+0.2	+0.4	Clothing.....	128.1	127.7	124.6r	+0.3	+2.8
Fuel and light.....	90.7	90.7	87.4	0	+3.8	Fuel and light.....	108.2	108.1	106.0r	+0.1	+2.1
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	122.1	122.1	122.2r	0	-0.1
Sundries.....	107.6	107.6	106.4	0	+1.1	Sundries.....	118.2	118.2	112.7r	0	+4.9
Weighted Total.....	123.2	124.0	116.4	-0.6	+5.8	Weighted Total.....	125.8	126.9	120.1r	-0.9	+4.7
Chicago						Duluth					
Food.....	139.6	138.3	128.5	+0.9	+8.6	Food.....	145.7	145.0	132.7	+0.5	+9.8
Housing.....	105.8	105.8	105.5	0	+0.3	Housing.....	100.3	100.3	100.5	0	-0.2
Clothing.....	124.4	123.7	122.2	+0.6	+1.8	Clothing.....	128.1	127.0	123.6	+0.9	+3.6
Fuel and light.....	100.3	100.3	99.7	0	+0.6	Fuel and light.....	105.3	105.3	98.9	0	+6.5
Housefurnishings.....	124.9	124.9	125.2	0	-0.2	Housefurnishings.....	137.7	137.7	129.1	0	+6.7
Sundries.....	106.0	105.9	104.2	+0.1	+1.7	Sundries.....	110.9	110.8	108.7	+0.1	+2.0
Weighted Total.....	119.0	118.5	114.5	+0.4	+3.9	Weighted Total.....	123.1	122.7	116.8	+0.3	+5.4
Cincinnati						Erie, Pa.					
Food.....	142.9	143.5	134.1	-0.4	+6.6	Food.....	157.0	159.3	140.9	-1.4	+11.4
Housing.....	100.9	100.9	101.5	0	-0.6	Housing.....	109.9	109.9	109.9	0	0
Clothing.....	129.8	129.4	128.6	+0.3	+0.9	Clothing.....	134.5	134.3	132.1	+0.1	+1.8
Fuel and light.....	103.5	103.5	102.3	0	+1.2	Fuel and light.....	109.7	109.7	107.1	0	+2.4
Housefurnishings.....	124.1	124.1	124.1	0	0	Housefurnishings.....	129.8	129.8	129.8	0	0
Sundries.....	108.2	108.2	106.5	0	+1.6	Sundries.....	118.8	118.6	115.1	+0.2	+3.2
Weighted Total.....	121.7	121.8	118.1	-0.1	+3.0	Weighted Total.....	130.7	131.4	123.9	-0.5	+5.5
Cleveland						Fall River					
Food.....	140.6	141.1	129.5	-0.4	+8.6	Food.....	140.1	140.6	132.8	-0.4	+5.5
Housing.....	109.7	109.7	109.7	0	0	Housing.....	104.3	104.3	104.3	0	0
Clothing.....	127.4	127.2	126.7	+0.2	+0.6	Clothing.....	121.8	119.7	118.8	+1.8	+2.5
Fuel and light.....	103.0	103.0	101.2	0	+1.8	Fuel and light.....	115.5	115.5	110.9	0	+4.1
Housefurnishings.....	121.8	121.8	118.2	0	+3.0	Housefurnishings.....	114.3	114.3	114.3	0	0
Sundries.....	114.5	114.6	109.6	-0.1	+4.5	Sundries.....	116.0	116.0	114.9	0	+1.0
Weighted Total.....	122.5	122.6	117.4	-0.1	+4.3	Weighted Total.....	122.7	122.7	119.2	0	+2.9
Dallas						Flint, Mich.					
Food.....	147.9	147.4	135.0	+0.3	+9.6	Food.....	159.6	162.9	139.4	-2.0	+14.5
Housing.....	105.6	105.6	105.6	0	0	Housing.....	109.9	109.9	109.9	0	0
Clothing.....	123.0	122.7	122.5	+0.2	+0.4	Clothing.....	129.3	129.1	129.5	+0.2	-0.2
Fuel and light.....	93.3	93.3	93.3	0	0	Fuel and light.....	114.0	114.0	109.8	0	+3.8
Housefurnishings.....	127.9	127.9	127.9	0	0	Housefurnishings.....	125.4	125.4	123.2	0	+1.8
Sundries.....	111.8	111.8	108.9	0	+2.7	Sundries.....	122.3	121.8	116.5	+0.4	+5.0
Weighted Total.....	122.1	121.9	117.5	+0.2	+3.9	Weighted Total.....	132.1	133.0	123.7	-0.7	+6.8
Dayton						Front Royal, Va.					
Food.....	146.7	146.9r	129.1	-0.1	+13.6	Food.....	166.4	163.4	147.6	+1.8	+12.7
Housing.....	105.9	105.9	105.1	0	+0.8	Housing.....	103.6	103.6	101.0	0	+2.6
Clothing.....	122.4	122.2	121.4	+0.2	+0.8	Clothing.....	132.3	132.2	127.5	+0.1	+3.8
Fuel and light.....	103.7	103.7	102.3	0	+1.4	Fuel and light.....	103.9	103.9	103.9	0	0
Housefurnishings.....	127.9	127.9	127.5	0	+0.3	Housefurnishings.....	141.0	141.0	126.9	0	+11.1
Sundries.....	109.4	109.3	106.3	+0.1	+2.9	Sundries.....	111.3	111.2	108.0	+0.1	+3.1
Weighted Total.....	122.5	122.6r	115.7	-0.1	+5.9	Weighted Total.....	127.0	126.1	119.4	+0.7	+6.4

r Revised

COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943		Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Grand Rapids						Lynn					
Food.....	146.2	150.4	129.6	-2.8	+12.8	Food.....	141.4	141.5	128.1	-0.1	+10.4
Housing.....	106.5	106.5	106.6	0	-0.1	Housing.....	104.5	104.5	104.5	0	0
Clothing.....	126.5	124.1	120.8	+1.9	+4.7	Clothing.....	123.8	123.5	123.3	+0.2	+0.4
Fuel and light.....	108.9	108.8	106.7	+0.1	+2.1	Fuel and light.....	116.0	116.0	114.0	0	+1.8
Housefurnishings.....	133.3	133.3	132.7	0	+0.5	Housefurnishings.....	125.6	125.6	125.6	0	0
Sundries.....	116.5	116.5	113.7	0	+2.5	Sundries.....	111.0	111.0	109.3	0	+1.6
Weighted Total.....	124.8	125.8	118.3	-0.8	+5.5	Weighted Total.....	122.9	122.9	117.5	0	+4.6
Houston						Macon					
Food.....	144.3	140.7	132.9	+2.6	+8.6	Food.....	158.5	157.6	137.7	+0.6	+15.1
Housing.....	105.7	105.7	105.7	0	0	Housing.....	115.9	115.9	115.9	0	0
Clothing.....	124.7	124.6	124.0	+0.1	+0.6	Clothing.....	119.3	118.8	116.4	+0.4	+2.5
Fuel and light.....	90.2	90.2	90.2	0	0	Fuel and light.....	100.5	100.5	99.3	0	+1.2
Housefurnishings.....	114.7	114.7	114.7	0	0	Housefurnishings.....	129.3	129.3	129.3	0	0
Sundries.....	109.4	109.3	108.3	+0.1	+1.0	Sundries.....	115.4	115.4	107.7	0	+7.1
Weighted Total.....	119.9	118.7	116.0	+1.0	+3.4	Weighted Total.....	129.0	128.7	119.1	+0.2	+8.3
Huntington, W. Va.						Manchester, N. H.					
Food.....	149.6	148.8	132.8	+0.5	+12.7	Food.....	146.1	143.5	130.0	+1.8	+12.4
Housing.....	111.7	111.7	111.7	0	0	Housing.....	102.9	102.9	103.0	0	-0.1
Clothing.....	121.8	119.1	118.3	+2.3	+3.0	Clothing.....	120.0	119.1	119.2	+0.8	+0.7
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	109.5	109.5	105.5	0	+3.8
Housefurnishings.....	126.2	126.0	123.6	+0.2	+2.1	Housefurnishings.....	125.2	125.2	123.8	0	+1.1
Sundries.....	111.2	111.1	110.2	+0.1	+0.9	Sundries.....	107.1	107.1	106.0	0	+1.0
Weighted Total.....	125.0	124.4	118.6	+0.5	+5.4	Weighted Total.....	123.3	122.3	116.7	+0.8	+5.7
Indianapolis						Meadville, Pa.					
Food.....	145.8	144.4	133.0	+1.0	+9.6	Food.....	147.9	149.0	135.6	-0.7	+9.1
Housing.....	107.9	107.9	107.9	0	0	Housing.....	110.8	110.8	110.8	0	0
Clothing.....	121.6	121.0	119.7	+0.5	+1.6	Clothing.....	117.1	116.7	117.5	+0.3	-0.3
Fuel and light.....	108.2	108.2	102.8	0	+5.3	Fuel and light.....	110.2	110.2	106.2	0	+3.8
Housefurnishings.....	124.7	124.7	124.5	0	+0.2	Housefurnishings.....	131.1	131.1	127.1	0	+3.1
Sundries.....	112.8	112.3	111.0	+0.4	+1.6	Sundries.....	120.3	120.2	111.5	+0.1	+7.9
Weighted Total.....	123.2	122.6	118.1	+0.5	+4.3	Weighted Total.....	125.8	126.0	119.3	-0.2	+5.4
Kansas City, Mo.						Memphis					
Food.....	137.4	136.7	126.4	+0.5	+8.7	Food.....	161.6	165.3	141.3	-2.2	+14.4
Housing.....	105.2	105.2	105.2	0	0	Housing.....	109.4	109.4	109.4	0	0
Clothing.....	123.7	123.2	121.5	+0.4	+1.8	Clothing.....	128.5	128.4	128.0	+0.1	+0.4
Fuel and light.....	108.7	108.7	106.6	0	+2.0	Fuel and light.....	98.3	98.3	99.8	0	-1.5
Housefurnishings.....	120.9	120.9	120.9	0	0	Housefurnishings.....	128.6	128.6	127.5	0	+0.9
Sundries.....	114.1	113.7	111.1	+0.4	+2.7	Sundries.....	105.8	105.8	105.2	0	+0.6
Weighted Total.....	120.4	120.0	115.7	+0.3	+4.1	Weighted Total.....	125.7	126.7	119.5	-0.8	+5.2
Lansing						Milwaukee					
Food.....	166.0	167.3	143.5	-0.8	+15.7	Food.....	138.5	139.5	127.1	-0.7	+9.0
Housing.....	98.0	98.0	98.0	0	0	Housing.....	103.4	103.3	103.3	+0.1	+0.1
Clothing.....	126.1	124.6	124.1	+1.2	+1.6	Clothing.....	131.0	128.6	127.5	+1.9	+2.7
Fuel and light.....	102.1	102.1	98.7	0	+3.4	Fuel and light.....	107.6	107.6	104.0	0	+3.5
Housefurnishings.....	133.6	133.6	129.5	0	+3.2	Housefurnishings.....	125.5	125.5	125.1	0	+0.3
Sundries.....	118.1	118.1	114.7	0	+3.0	Sundries.....	112.6	112.6	109.6	0	+2.7
Weighted Total.....	128.2	128.4	119.9	-0.2	+6.9	Weighted Total.....	121.0	121.0	115.9	0	+4.4
Los Angeles						Minneapolis					
Food.....	148.9	148.7	137.1	+0.1	+8.6	Food.....	147.8	148.4	131.5	-0.4	+12.4
Housing.....	104.6	104.6	104.7	0	-0.1	Housing.....	103.7	103.7	103.7	0	0
Clothing.....	118.2	118.1	118.9	+0.1	-0.6	Clothing.....	129.5	127.0	124.7	+2.0	+3.8
Fuel and light.....	96.2	96.2	96.2	0	0	Fuel and light.....	103.3	103.3	100.0	0	+3.3
Housefurnishings.....	123.9	123.9	123.8	0	+0.1	Housefurnishings.....	122.2	122.2	122.2	0	0
Sundries.....	110.1	110.1	104.3	0	+5.6	Sundries.....	113.2	112.7	111.2	+0.4	+1.8
Weighted Total.....	121.7	121.6	116.6	+0.1	+4.4	Weighted Total.....	123.5	123.3	117.0	+0.2	+5.6
Louisville						Muskegon					
Food.....	147.0	146.4	132.2	+0.4	+11.2	Food.....	161.9	162.4	142.5	-0.3	+13.6
Housing.....	103.9	103.9	104.5	0	-0.6	Housing.....	115.2	115.2	115.2	0	0
Clothing.....	119.9	119.6	119.1	+0.3	+0.7	Clothing.....	123.6	123.1	122.5	+0.4	+0.9
Fuel and light.....	110.5	110.5	108.0	0	+2.3	Fuel and light.....	113.3	113.3	110.7	0	+2.3
Housefurnishings.....	127.7	127.7	127.5	0	+0.2	Housefurnishings.....	120.6	120.0	118.8	+0.5	+1.5
Sundries.....	107.8	107.9	107.1	-0.1	+0.7	Sundries.....	111.4	111.4	109.0	0	+2.2
Weighted Total.....	123.1	122.9	117.6	+0.2	+4.7	Weighted Total.....	128.4	128.4	121.6	0	+5.6

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COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943		Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Newark						Pittsburgh					
Food.....	149.0	147.4	126.9	+1.1	+17.4	Food.....	141.5	142.0	133.2	-0.4	+6.2
Housing.....	101.4	101.4	101.4	0	0	Housing.....	105.7	105.7	105.7	0	0
Clothing.....	121.6	120.9	121.4	+0.6	+0.2	Clothing.....	125.9	125.3	124.6	+0.5	+1.0
Fuel and light.....	104.6	104.6	101.3	0	+3.3	Fuel and light.....	110.3	110.3	108.8	0	+1.4
Housefurnishings.....	131.3	131.3	129.1	0	+1.7	Housefurnishings.....	118.2	118.0	117.4	+0.2	+0.7
Sundries.....	106.9	106.2	104.5	+0.7	+2.3	Sundries.....	111.4	111.4	109.7	0	+1.5
Weighted Total.....	121.9	121.1	113.5	+0.7	+7.4	Weighted Total.....	122.0	122.1	118.5	-0.1	+3.0
New Haven						Portland, Ore.					
Food.....	136.2	135.3	130.6	+0.7	+4.3	Food.....	145.3	142.6	139.9	+1.9	+3.9
Housing.....	105.3	105.3	105.3	0	0	Housing.....	110.0	110.0	110.0	0	0
Clothing.....	120.9	120.0	120.1	+0.8	+0.7	Clothing.....	131.8	129.6	126.8	+1.7	+3.9
Fuel and light.....	109.7	109.7	107.8	0	+1.8	Fuel and light.....	124.9	124.9	116.4	0	+7.3
Housefurnishings.....	124.4	124.4	124.4	0	0	Housefurnishings.....	119.9	119.9	119.0	0	+0.8
Sundries.....	107.0	107.0	106.0	0	+0.9	Sundries.....	112.0	112.0	108.8	0	+2.9
Weighted Total.....	118.2	117.8	115.8	+0.3	+2.1	Weighted Total.....	125.0	123.9	121.2	+0.9	+3.1
New Orleans						Providence					
Food.....	149.8	150.3	140.8	-0.3	+6.4	Food.....	140.8	138.9	129.6	+1.4	+8.6
Housing.....	110.6	110.6	110.8	0	-0.2	Housing.....	103.3	103.3	103.3	0	0
Clothing.....	122.2	121.7	118.6	+0.4	+3.0	Clothing.....	120.6	118.6	117.7	+1.7	+2.5
Fuel and light.....	103.2	103.2	103.2	0	0	Fuel and light.....	113.6	113.6	111.5	0	+1.9
Housefurnishings.....	128.3	128.3	128.0	0	+0.2	Housefurnishings.....	125.6	125.5	125.3	+0.1	+0.2
Sundries.....	105.9	105.9	104.3	0	+1.5	Sundries.....	116.4	116.4	109.1	0	+6.7
Weighted Total.....	125.8	125.9	121.5	-0.1	+3.5	Weighted Total.....	122.2	121.4	116.1	+0.7	+5.3
New York						Richmond					
Food.....	147.6	145.1	135.2	+1.7	+9.2	Food.....	156.5	153.1 ^r	136.7	+2.2	+14.5
Housing.....	100.8	100.8	100.7	0	+0.1	Housing.....	103.1	103.1	102.7	0	+0.4
Clothing.....	116.0	115.6	113.6	+0.3	+2.1	Clothing.....	118.8	118.4	118.4	+0.3	+0.3
Fuel and light.....	110.8	110.8	106.7	0	+3.8	Fuel and light.....	105.2	105.2	103.9	0	+1.3
Housefurnishings.....	128.7	128.7	127.3	0	+1.1	Housefurnishings.....	120.5	120.5	120.5	0	0
Sundries.....	107.4	107.3	104.9	+0.1	+2.4	Sundries.....	107.0	107.0	106.5	0	+0.5
Weighted Total.....	122.2	121.2	116.6	+0.8	+4.8	Weighted Total.....	122.7	121.6 ^r	116.4	+0.9	+5.4
Oakland						Roanoke, Va.					
Food.....	157.0	153.8	143.3	+2.1	+9.6	Food.....	153.0	150.7	139.8	+1.5	+9.4
Housing.....	131.5	131.5	131.5	0	0	Housing.....	119.2	119.2	119.2	0	0
Clothing.....	128.0	126.4	122.9	+1.3	+4.1	Clothing.....	114.7	113.8	113.7	+0.8	+0.9
Fuel and light.....	78.0	78.0	84.9	0	-8.1	Fuel and light.....	104.1	104.1	99.7	0	+4.4
Housefurnishings.....	120.7	120.3	119.2	+0.3	+1.3	Housefurnishings.....	121.9	121.9	121.9	0	0
Sundries.....	103.0	103.0	101.1	0	+1.9	Sundries.....	112.0	111.9	111.2	+0.1	+0.7
Weighted Total.....	128.0	126.7	122.5	+1.0	+4.5	Weighted Total.....	125.7	124.8	120.8	+0.7	+4.1
Omaha						Rochester					
Food.....	146.8	146.1	135.0	+0.5	+8.7	Food.....	146.8	146.3	134.2	+0.3	+9.4
Housing.....	100.6	100.6	100.6	0	0	Housing.....	103.9	103.9	103.9	0	0
Clothing.....	122.9	121.6	120.6	+1.1	+1.9	Clothing.....	128.5	128.1	127.6	+0.3	+0.7
Fuel and light.....	105.4	105.4	103.4	0	+1.9	Fuel and light.....	112.2	112.2	111.2	0	+0.9
Housefurnishings.....	137.4	136.6	129.4	+0.6	+6.2	Housefurnishings.....	136.1	136.1	135.2	0	+0.7
Sundries.....	112.1	111.9	110.9	+0.2	+1.1	Sundries.....	122.0	122.0	117.0	0	+4.3
Weighted Total.....	122.1	121.7	117.3	+0.3	+4.1	Weighted Total.....	125.8	125.6	120.6	+0.2	+4.3
Parkersburg, W. Va.						Rockford, Ill.					
Food.....	144.9	146.1	134.7	-0.8	+7.6	Food.....	145.9	144.5	131.2	+1.0	+11.2
Housing.....	104.2	104.2	104.2	0	0	Housing.....	138.0	138.0	138.0	0	0
Clothing.....	124.1	124.1	123.9	0	+0.2	Clothing.....	121.4	121.0	120.3	+0.3	+0.9
Fuel and light.....	94.6	94.6	94.6	0	0	Fuel and light.....	111.3	111.3	110.1	0	+1.1
Housefurnishings.....	125.0	125.0	124.6	0	+0.3	Housefurnishings.....	131.3	131.3	132.8	0	-1.1
Sundries.....	109.6	109.4	108.2	+0.2	+1.3	Sundries.....	112.5	112.5	110.7	0	+1.6
Weighted Total.....	123.1	123.5	118.9	-0.3	+3.5	Weighted Total.....	129.5	129.0	124.1	+0.4	+4.4
Philadelphia						Sacramento					
Food.....	143.1	142.3	137.2	+0.6	+4.3	Food.....	148.9	148.5	135.5	+0.3	+9.9
Housing.....	102.9	102.9	102.9	0	0	Housing.....	104.1	104.1	104.1	0	0
Clothing.....	125.6	123.8	122.3	+1.5	+2.7	Clothing.....	123.0	122.9	120.9	+0.1	+1.7
Fuel and light.....	106.5	106.5	104.0	0	+2.4	Fuel and light.....	80.8	80.8	84.7	0	-4.6
Housefurnishings.....	121.1	121.1	119.2	0	+1.6	Housefurnishings.....	137.4	137.1	132.5	+0.2	+3.7
Sundries.....	110.9	110.9	109.1	0	+1.6	Sundries.....	112.8	112.7	108.5	+0.1	+4.0
Weighted Total.....	123.0	122.5	119.7	+0.4	+2.8	Weighted Total.....	123.0	122.9	117.3	+0.1	+4.9

^rRevised.

COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943		Sept. 1943	Aug. 1943	Sept. 1942	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Saginaw, Mich.						Syracuse					
Food.....	162.8	165.3	145.8	-1.5	+11.7	Food.....	146.9	146.3 ^r	137.6	+0.4	+6.8
Housing.....	117.9	117.9	117.9	0	0	Housing.....	116.2	116.2	116.2	0	0
Clothing.....	121.8	121.7	121.0	+0.1	+0.7	Clothing.....	128.2	127.8	125.8	+0.3	+1.9
Fuel and light.....	109.0	109.0	105.7	0	+3.1	Fuel and light.....	109.0	109.0	107.8	0	+1.1
Housefurnishings.....	127.0	126.2	125.1	+0.6	+1.5	Housefurnishings.....	131.2	130.8	127.7	+0.3	+2.7
Sundries.....	114.8	114.7	109.3	+0.1	+5.0	Sundries.....	112.6	112.6	108.9	0	+3.4
Weighted Total.....	131.4	132.2	123.8	-0.6	+6.1	Weighted Total.....	125.4	125.1 ^r	121.2	+0.2	+3.5
St. Louis						Toledo					
Food.....	147.6	147.7	131.9	-0.1	+11.9	Food.....	142.7	142.8	133.7	-0.1	+6.7
Housing.....	106.0	106.0	106.0	0	0	Housing.....	109.4	109.4	109.0	0	+0.4
Clothing.....	123.4	123.2	122.6	+0.2	+0.7	Clothing.....	123.2	123.1	122.6	+0.1	+0.5
Fuel and light.....	110.7	110.7	108.6	0	+1.9	Fuel and light.....	105.2	105.2	104.9	0	+0.3
Housefurnishings.....	118.1	118.1	118.2	0	-0.1	Housefurnishings.....	122.0	122.0	120.8	0	+1.0
Sundries.....	108.5	108.2	106.3	+0.3	+2.1	Sundries.....	111.6	111.0	109.5	+0.5	+1.9
Weighted Total.....	123.3	123.3	117.0	0	+5.4	Weighted Total.....	121.8	121.7	118.6	+0.1	+2.7
St. Paul						Wausau, Wis.					
Food.....	142.5	142.8	128.2	-0.2	+11.2	Food.....	149.9	150.2	137.1	-0.2	+9.3
Housing.....	100.9	100.9	100.9	0	0	Housing.....	102.7	102.7	102.7	0	0
Clothing.....	120.3	119.7	119.9	+0.5	+0.3	Clothing.....	126.5	125.0	124.3	+1.2	+1.8
Fuel and light.....	104.1	104.1	101.2	0	+2.9	Fuel and light.....	105.1	105.1	101.4	0	+3.6
Housefurnishings.....	127.5	125.7	125.4	+1.4	+1.7	Housefurnishings.....	123.9	123.9	123.6	0	+0.2
Sundries.....	112.5	112.5	110.6	0	+1.7	Sundries.....	103.9	103.9	103.2	0	+0.7
Weighted Total.....	120.5	120.5	115.1	0	+4.7	Weighted Total.....	123.6	123.5	118.2	+0.1	+4.6
San Francisco						Wilmington, Del.					
Food.....	161.6	159.0	146.7	+1.6	+10.2	Food.....	145.2	143.4	136.5	+1.3	+6.4
Housing.....	98.3	98.3	98.3	0	0	Housing.....	104.6	104.0	104.0	+0.6	+0.6
Clothing.....	125.7	124.0	121.4	+1.4	+3.5	Clothing.....	125.4	124.9	124.5	+0.4	+0.7
Fuel and light.....	79.2	79.2	84.9	0	-6.7	Fuel and light.....	103.3	103.3	101.5	0	+1.8
Housefurnishings.....	120.2	119.6	119.4	+0.5	+0.7	Housefurnishings.....	116.5	116.5	115.4	0	+1.0
Sundries.....	105.0	105.0	102.1	0	+2.8 ^r	Sundries.....	110.0	110.0	108.2	0	+1.7
Weighted Total.....	124.1	123.0	118.1	+0.9	+5.1	Weighted Total.....	123.2	122.5	119.4	+0.6	+3.2
Seattle						Youngstown					
Food.....	152.1	150.9	145.5	+0.8	+4.5	Food.....	151.4	151.7	135.7	-0.2	+11.6
Housing.....	114.3	114.3	114.5	0	-0.2	Housing.....	105.6	105.3	105.2	+0.3	+0.4
Clothing.....	120.3	119.9	118.5	+0.3	+1.5	Clothing.....	130.8	128.9	125.6	+1.5	+4.1
Fuel and light.....	114.4	113.9	110.1	+0.4	+3.9	Fuel and light.....	104.6	104.6	105.2	0	-0.6
Housefurnishings.....	120.3	120.3	119.8	0	+0.4	Housefurnishings.....	133.0	133.0	131.8	0	+0.9
Sundries.....	108.9	108.9	106.3	0	+2.4	Sundries.....	107.5	107.4	106.9	+0.1	+0.6
Weighted Total.....	125.7	125.2	122.2	+0.4	+2.9	Weighted Total.....	124.5	124.3	118.7	+0.2	+4.9
Spokane											
Food.....	144.4	139.9	132.8	+3.2	+8.7						
Housing.....	102.0	102.0	102.2	0	-0.2						
Clothing.....	121.3	121.2	121.5	+0.1	-0.2						
Fuel and light.....	133.5	133.5 ^r	130.7	0	+2.1						
Housefurnishings.....	132.3	132.3	132.3	0	0						
Sundries.....	109.8	109.8	107.5	0	+2.1						
Weighted Total.....	124.2	122.7 ^r	119.4	+1.2	+4.0						

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS¹

CITY	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	CITY	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	CITY	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	CITY	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	+0.3	+14.6	Food.....	-0.2	+10.9	Food.....	+1.1	+11.3	Food.....	+0.1	+7.6
Housing.....	0	0	Housing.....	0	0	Housing.....	0	0	Housing.....	0	0
Clothing.....	+0.1	-0.5	Clothing.....	+0.1	-0.7	Clothing.....	+1.6	+3.1	Clothing.....	+1.7	+2.0
Fuel and light.....	0	+2.6	Fuel and light.....	+1.3	+3.2	Fuel and light.....	0	+2.7	Fuel and light.....	0	+2.3
H'sefurnishings.....	-0.7	+2.5	H'sefurnishings.....	0	+0.7	H'sefurnishings.....	0	+0.4	H'sefurnishings.....	0	+0.6
Sundries.....	+0.3	+1.0	Sundries.....	0	+3.9	Sundries.....	0	+2.6	Sundries.....	0	+1.4
W'ghted Total	+0.2	+5.7	W'ghted Total	0	+4.8	W'ghted Total	+0.7	+5.8	W'ghted Total	+0.2	+3.8

¹Data for Green Bay not yet available on the wartime budget basis. They will be published in subsequent months.

²Includes Lockport and Rockdale.

^rRevised

COST OF LIVING IN 65 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

	Weighted Total		Food		Housing		Clothing		Fuel-Light		House Furnishings		Sundries	
	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943	Sept. 1943	Aug. 1943
United States ¹	102.9	102.5	111.8	111.1	90.8	90.8	89.8	89.3	93.2	93.1 _r	a	a	107.8	107.7
Akron.....	126.9	126.7	151.3	151.3 _r	113.7	113.7	121.4	121.2	109.0	108.7	118.4	118.4	118.4	118.1
Anderson, Ind.....	131.8	131.5	156.7	156.3	111.7	111.7	130.9	130.4	113.2	113.2	142.1	142.1	121.0	120.4
Atlanta.....	123.5	122.9	151.2	149.6	99.2	99.2	123.2	122.5	111.6	110.5	117.7	117.1	113.9	113.9
Baltimore.....	126.4	125.7	147.1	145.7	103.2	103.2	120.9	120.1	104.9	104.9	133.1	130.8	121.5	121.3
Birmingham.....	125.0	124.6	154.4	153.4	105.7	105.7	125.1	125.0	101.2	101.1	117.8	117.8	113.7	113.4
Boston.....	122.4	121.8	138.7	137.4	103.5	103.5	125.2	124.8	120.9	120.9	122.5	122.5	112.3	112.2
Bridgeport.....	124.8	124.5	138.0	137.3	106.5	106.5	125.8	125.4	115.9	115.9	126.4	126.4	124.3	124.1
Buffalo.....	122.7	123.0	142.9	144.1	114.7	114.7	118.6	118.2	105.9	105.9	126.1	126.1	110.6	110.4
Chattanooga.....	123.8	124.2	158.0	159.9	103.0	103.0	118.7	118.5	90.7	90.7	121.5	121.5	110.4	110.2
Chicago.....	118.6	118.2	139.3	138.3	105.8	105.8	124.4	123.7	100.5	100.5	124.8	124.8	105.3	105.0
Cincinnati.....	122.2	122.2	142.4	143.0	100.9	100.9	129.8	129.4	103.5	103.5	124.1	124.1	111.6	111.4
Cleveland.....	123.0	123.1	140.0	140.6	109.7	109.7	127.4	127.2	103.0	103.0	121.8	121.8	116.9	116.7
Dallas.....	122.5	122.3	146.6	146.2	105.6	105.6	123.0	122.7	93.3	93.3	127.9	127.9	116.1	115.7
Dayton.....	123.1	123.0	146.4	146.4	105.9	105.9	122.4	122.2	103.7	103.7	127.8	127.8	112.6	112.4
Denver.....	122.2	121.1	142.4	139.1	105.6	105.6	122.5	121.9	99.0	99.0	123.8	123.7	116.0	115.8
Des Moines.....	122.0	121.6 _r	141.4	141.4 _r	105.3	105.3	128.7	128.0	109.4	107.9	123.8	123.8	115.1	114.6 _r
Detroit.....	126.1	127.0	147.0	150.4	107.0	107.0	128.1	127.7	108.2	108.1	122.1	122.1	121.3	121.1
Duluth.....	123.8	123.4	145.2	144.8	100.3	100.3	128.1	127.0	105.3	105.3	135.4	135.4	114.8	114.4
Erie, Pa.....	131.1	131.8	157.0	159.7	109.9	109.9	134.5	134.3	109.7	109.7	129.8	129.8	121.7	121.2
Fall River.....	122.8	122.8	139.2	139.7	104.3	104.3	121.8	119.7	115.4	115.3	114.3	114.3	118.0	117.9
Flint, Mich.....	132.6	133.6	159.5	163.4	109.9	109.9	129.3	129.1	114.0	114.0	124.6	124.6	125.0	124.3
Front Royal, Va.....	127.4	126.5	165.5	162.4	103.6	103.6	132.3	132.3	103.9	103.9	136.0	136.0	114.5	114.1
Grand Rapids.....	126.1	126.8	146.6	150.1	106.5	106.5	126.5	124.1	108.8	108.8	133.3	133.3	120.8	120.5
Houston.....	121.0	120.0	144.6	141.7	105.7	105.7	124.7	124.6	90.2	90.2	114.7	114.7	114.1	113.7 _r
Huntington, W. Va.....	125.4	124.8	148.8	148.0	111.7	111.7	121.8	119.1	100.0	100.0	126.2	126.0	114.3	114.0
Indianapolis.....	124.5	123.9	146.5	145.3	107.9	107.9	121.6	121.0	108.2	108.2	124.7	124.7	117.6	116.9
Kansas City, Mo.....	121.3	120.8	137.2	136.5	105.2	105.2	123.7	123.2	108.7	108.7	120.9	120.9	117.3	116.4
Lansing.....	128.7	128.8	165.7	167.0	98.0	98.0	126.1	124.6	102.1	102.1	132.2	132.2	122.0	121.6
Los Angeles.....	121.8	121.5	148.9	148.4	104.6	104.6	118.2	118.1	96.2	96.2	123.9	123.9	110.7	110.4
Louisville.....	123.3	123.1	146.2	145.8	103.9	103.9	119.9	119.6	110.5	110.5	127.7	127.7	110.5	110.3
Lynn.....	122.8	122.8	140.5	140.4	104.5	104.5	123.8	123.5	116.1	116.1	125.6	125.6	112.2	112.2
Macon.....	130.2	129.6	156.5	154.9	115.9	115.9	119.3	118.8	100.5	100.5	129.3	129.3	121.4	121.2
Manchester, N. H.....	122.4	121.3 _r	144.3	141.7	102.9	102.9	120.0	119.1 _r	109.5	109.5	124.5	124.5	106.6	106.5
Meadville, Pa.....	125.6	125.9	146.9	148.0	110.8	110.8	117.1	116.7	110.2	110.2	130.6	130.6	121.0	120.8
Memphis.....	126.0	126.7 _r	159.8	163.0	109.4	109.4	128.5	128.4	98.3	98.3 _r	128.4	128.4	109.9	109.6
Milwaukee.....	121.4	121.5	137.8	139.2	103.4	103.3	131.0	128.6	107.6	107.6 _r	125.5	125.5	116.2	116.0
Minneapolis.....	124.2	123.9	147.7	148.2	103.7	103.7	129.5	127.0	103.3	103.3	122.2	122.2	117.3	116.7
Muskegon, Mich.....	129.0	129.0	161.6	162.0	115.2	115.2	123.6	123.1	113.3	113.3	120.2	119.7	114.9	114.6
Newark.....	121.2	120.6	145.2	144.3	101.4	101.4	121.6	120.9	104.6	104.6	130.5	130.5	106.8	106.0
New Haven.....	118.4	118.0 _r	134.5	134.6 _r	105.3	105.3	120.9	120.1	109.9	109.9	124.4	124.4	108.6	108.5
New Orleans.....	123.1	123.1	144.9	145.1	110.6	110.6	119.9	119.4	103.2	103.2	128.3	128.3	104.3	104.1
New York.....	121.6	120.5	146.1	143.4	100.8	100.8	116.0	115.6	110.8	110.8	128.5	128.5	107.3	107.2
Oakland.....	128.1	126.7	156.0	152.7	131.5	131.5	128.0	126.4	78.0	78.0	120.4	120.0	105.1	104.9
Omaha.....	122.9	122.4	146.3	145.8	100.6	100.6	122.9	121.6	105.4	105.4	135.4	134.8	116.4	115.9
Parkersburg, W. Va.....	123.8	124.2	144.6	146.1	104.2	104.2	124.1	124.1	94.6	94.6	125.0	125.0	112.8	112.4
Philadelphia.....	123.0	122.4	142.0	140.9	102.9	102.9	125.6	123.8	106.5	106.5	121.1	121.1	113.2	113.1
Pittsburgh.....	122.1	122.2	139.9	140.5	105.7	105.7	125.9	125.3	110.3	110.3	117.9	117.8	113.9	113.7
Portland, Ore.....	125.5	124.3	144.5	141.6	110.0	110.0	131.8	129.6	124.9	124.9	119.8	119.8	114.2	114.0
Providence.....	122.4	121.5	139.9	138.1	103.0	103.3	120.6	118.6	113.9	113.9	125.6	125.5	118.2	118.0
Richmond.....	122.0	120.4	156.5	151.5	103.1	103.1	118.8	118.4	105.2	105.2	120.5	120.5	105.1	104.9
Roanoke, Va.....	125.4	124.6	152.2	150.0	119.2	119.2	114.7	113.8	104.1	104.1	121.9	121.9	112.4	112.1
Rochester.....	125.8	125.6	146.5	146.3	103.9	103.9	128.5	128.1	112.2	112.2	136.1	136.1	122.4	122.2
Rockford, Ill.....	130.4	129.8	145.8	144.2	138.0	138.0	121.4	121.0	111.9	111.9	131.3	131.3	116.8	116.5
Sacramento.....	123.1	122.8	147.7	147.3	104.1	104.1	123.0	122.9	80.8	80.8	137.4	137.1	114.9	114.6
Saginaw, Mich.....	132.7	133.2	163.0	165.1	117.9	117.9	121.8	121.7	109.0	109.0	126.4	125.8	119.4	119.0
St. Louis.....	123.8	123.7	147.1	147.3	106.0	106.0	123.4	123.2	111.0	111.0	118.0	118.0	111.8	111.1
St. Paul.....	120.8	120.9	140.9	141.8	100.9	100.9	120.3	119.7	104.1	104.1	126.9	125.7	116.3	116.1
San Francisco.....	124.0	122.8	160.6	157.8	98.3	98.3	125.7	124.0	79.2	79.2	120.1	119.6	106.1	105.9
Seattle.....	125.4	124.9	150.7	149.5	114.3	114.3	120.3	119.9	114.4	113.9	120.1	120.1	110.3	110.1
Spokane.....	123.8	122.7 _r	141.6	138.6	102.0	102.0	121.3	121.2	133.5	133.5 _r	132.3	132.3	112.3	112.1
Syracuse.....	126.0	125.6	146.1	145.4	116.2	116.2	128.2	127.8	109.0	109.0	130.0	129.7	115.8	115.6
Toledo.....	123.0	122.8	142.9	142.9	109.4	109.4	123.2	123.1	105.2	105.2	122.0	122.0	115.0	114.4
Wausau, Wis.....	123.3	123.1	148.9	149.2	102.7	102.7	126.5	125.0	105.1	105.1	123.9	123.9	105.6	105.4
Wilmington, Del.....	123.7	122.9	144.3	142.5	104.6	104.0	125.4	124.9	103.4	103.4	116.5	116.5	112.8	112.6
Youngstown.....	125.5	125.3	153.1	153.4	105.6	105.3	130.8	128.9	104.6	104.6	132.6	132.6	110.0	109.8

PERCENTAGE CHANGES IN COST OF LIVING IN 5 CITIES, PREWAR BUDGETS

	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943	Aug. 1943 to Sept. 1943	Sept. 1942 to Sept. 1943
Evansville, Ind.....	+0.2	+6.0	+0.3	+14.6	0	0	+0.1	-0.5	0	+2.6	-0.6	+2.4	+0.5	+3.6
Green Bay, Wisc.....	0	+4.4	-2.9	+7.1	0	-0.2	+0.8	+1.5	0	+4.9	0	+0.2	+0.3	+5.8
Joliet, Ill. ²	+0.1	+5.2	-0.4	+10.8	0	0	+0.1	-0.7	+1.3	+3.2	0	+0.7	+0.3	+5.3
Lewistown, Pa.....	+0.6	+5.6	+1.0	+10.6	0	0	+1.6	+3.1	0	+2.7	0	+0.4	+0.2	+3.2
Trenton, N. J.....	+0.3	+3.5	+0.2	+5.9	0	0	+1.7	+2.0	0	+2.3	0	+0.6	+0.1	+2.7

¹1923=100.

²Includes Lockport and Rockdale.

a Included in Sundries.

r Revised.

Employment and Unemployment

MANPOWER problems became increasingly critical in August. The number of civilians at work on the home front declined by 180,000. The total number of persons at work or in uniform, however, advanced by almost a like amount. Employment was pushed to a record high of 63.9 million, as inductions outstripped the release of civilians from construction projects and trade. Agricultural employment also fell off seasonally, but at a surprisingly lower rate than in the corresponding month of previous years.

EMPLOYMENT AND UNEMPLOYMENT AUGUST, 1941–AUGUST, 1943¹

In Thousands

Distribution of Labor Force and Employment	1941	1942	1943		
	August		June	July ¹	August ¹
Unemployment.....	1,043	.....	.....	.....	.....
Excess of employment over economic labor force.....	.....	2,678	7,859	7,897	8,003
Total employment.....	53,797	57,953	63,610	63,713	63,891
Agriculture.....	11,280	11,319	11,704	11,385	11,261
Forestry and fishing.....	229	220	199	197	196
Total industry.....	20,574	22,173	22,117	22,237	22,272
Extraction of minerals.....	799	781	702	697	693
Manufacturing.....	13,669	15,065	16,181	16,289	16,327
Construction.....	2,795	2,952	1,756	1,716	1,663
Transportation.....	2,266	2,328	2,454	2,504	2,550
Public utilities.....	1,045	1,047	1,024	1,032	1,037
Trade, distribution and fi- nance.....	7,835	7,422	7,472	7,420	7,381
Service industries (including Armed Forces).....	12,726	15,554	20,710	21,052	21,351
Miscellaneous industries and services.....	1,153	1,265	1,409	1,421	1,430
Emergency employment ² WPA, CCC and NYA (out-of-school).....	1,529	572	a	a	a

¹Subject to revision.

²Not included in employment total.

aNYA not available; operations of WPA on the continent were abolished on June 30; about 40,000 project workers remain on rolls in Puerto Rico and the Virgin Islands.

The August level of employment is fully 8 million greater than the total number of persons comprising the nation's normal labor force. Just one year ago, only 2.7 million more were at work or in uniform than would normally have comprised the labor force, while in August, 1941, about a million persons were unemployed. At that time, fully 1.5 million were in WPA and other emergency activities. Today, operations of WPA have been discontinued except for about 40,000 project workers retained on emergency activities in Puerto Rico and the Virgin Islands.

By August of this year, at least three of every five persons 14 years of age and over were actively employed on either the fighting or home front. Of every 1,000

persons of productive age, 606 were employed by government or private industry, as against 474 at the beginning of the defense program in mid-1940, 525 in August, 1941, and 558 last year.

Only about 4.4 million males in these age groups remained outside the labor force, excluding those in penal and other institutions. About 60% of these were too old or unable to work, while the balance was comprised almost entirely of youngsters who have returned to school. In contrast, over 34 million women in these age groups were reported outside the labor force, of whom less than 7% were too old or unable to work. Excluding school girls, there remained about 29 million able-bodied women engaged in their own housework, or only a million less than the corresponding estimate of a year ago.

AUGUST TRENDS

Only in manufacturing, transportation and public utilities was civilian employment increased in August. The number on manufacturing payrolls rose by 38,000, primarily in the aircraft and automotive industries and in food processing. A net loss in employment was recorded in the nondurable group as declines in textiles, chemicals and leather exceeded additions to food manufacturing personnel. Total factory employment advanced to slightly more than 16.3 million, a gain of about 1.25 million over the past year and of almost 6 million since the outbreak of World War II, four years ago.

In the construction industry, the employment level has now dropped below its August, 1939, level. In mid-1942, as a result of the unparalleled expansion of industrial and military facilities, the number at work on construction projects hit an all-time high of about 3 million or nearly twice the peacetime employment. The subsequent limitation of construction activity has steadily reduced this to less than 1.7 million in August. Employment in trade and distribution, despite the losses of recent months, compares more favorably with its prewar position.

The seasonal reduction in August farm employment, according to field reports of the Department of Agriculture, was only 124,000 as against over 300,000 for the same month last year. In the past the seasonal decline from July to August has been equivalent to about 2.5% of the number at work on farms, compared with only 1% this year. The margin by which employment lagged below 1942 levels was lower in August than in any other month of this year.

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Strikes and Turnover Rates

SLOWNESS of the War Labor Board in making decisions and its failure to approve raises agreed upon by management were reported as the cause of many of the strikes occurring during September. (See the table below.) Of equal importance were the workers' desire for wage increases and the hiring or dismissing of certain individuals. Three coal mine strikes resulted from the return of the mines to their owners by the government. The shifting of persons from one machine to another or from one job classification to another, the desire for new bargaining units, and infractions of union agreements accounted for the majority of the remaining strikes.

Bureau of Labor Statistics strike figures for July and August are not yet available. The bureau has for many years published estimates of total strike activity occurring in the entire country. This information was gath-

ered from trade and union journals, various government labor agency reports and clippings from approximately 450 newspapers. The bureau's clipping service was discontinued on July 1, 1943, when the budget of the Office of War Information was reduced. Temporarily, therefore, figures are no longer issued, since any that could be made available would be incomplete and not comparable to those previously published.

The July quit rate in manufacturing industries was the highest reached since the war began. It stood at 5.52 per 100 employees in July, as compared with 5.20 in June and 4.02 in July, 1942. Total separations, as a result, also showed an increase from June to July: 7.07 to 7.43. Discharges, lay-offs and military and miscellaneous separations—the other components of the total separation rate—remained relatively stable. Discharges in-

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 = 100)	Manufacturing					
	Strikes ¹				Turnover Rate per 100 Employees ¹					
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					Accessions ⁴
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Lay-offs ⁶	
1929.....	921	289	5,352	110	75.23a	41.01a		9.04a	25.17a	67.61a
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	108	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	161	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	190	77.66	45.09	15.04	4.66	12.87	91.62
1942 June.....	345	110	586	185	6.46	3.85	1.02	.38	1.21	8.25
July.....	388	100	417	189	6.73	4.02	1.23	.43	1.05	8.28
August.....	330	92	449	196	7.06	4.31	1.46	.42	.87	7.90
September.....	274	88	387	203	8.10	5.19	1.79	.44	.68	9.15
October.....	207	62	244	205	7.91	4.65	2.03	.45	.78	8.69
November.....	144	52	128	206	7.09	4.21	1.80	.43	.65	8.14
December.....	147	59	193	207	6.87	3.71	1.50	.46	.70	6.92
1943 January ⁸	195	90	450	208	7.11	4.45	1.40	.52	.74	8.28
February.....	210	42	170	211	7.04	4.65	1.35	.50	.54	7.87
March.....	260	72	230	212	7.69	5.36	1.24	.57	.52	8.32
April.....	395	200	675	215	7.54	5.41	.96	.53	.64	7.43
May.....	395	620	1,275	217	6.57	4.81	.76	.55	.45	7.18
June.....	400	950	4,750	218	7.07	5.20	.76	.61	.50	8.40
July.....	n.a.	n.a.	n.a.	217r	7.43	5.52	.76	.66	.49	7.68
August.....	n.a.	n.a.	n.a.	218	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 886.

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

aJune to December.

pPreliminary.

n.a. Not available.

rRevised.

creased from .61 to .66 per 100 employees, lay-offs decreased from .50 to .49 and military and miscellaneous separations showed no change from their .76 level.

Accessions decreased from 8.40 per 100 employees in June to 7.68 in July. The July accession rate was only slightly higher than the July separation rate of 7.43, although the June rates showed a large difference. Accessions were at the rate of 8.40 in June and separations 7.07.

Food and kindred products had the highest total separation rate of the major industry groups for both July and June. The July rate was 11.39 separations per 100 employees, as compared with the June rate of 10.73. The high rate in July was the result of the industry's

having the highest quit rate for that month, as well as the highest military and miscellaneous separation rate. Quits were 8.75 and military and miscellaneous separations, 1.06. The discharge and lay-off rates ranked second and third, respectively, among the industry groups. These separations were not caused primarily by lay-offs, and it was necessary to hire new employees. Food and kindred products, therefore, also had the highest accession rate. The July accession rate was 12.06. Although this is a high level, the June rate was even higher, being 13.06 per 100 employees.

MARY A. WERTZ
Division of Labor Statistics

LABOR DISPUTES ORIGINATING IN SEPTEMBER, 1943¹

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected
Manufacturing, Building, and Mining				
Alabama Power Company ²	Gorgas, Ala.	9/ 9	9/14	280
Beltmakers.....	New York, N. Y.	a	..	b
Bethlehem Steel Company—Sparrows Point Shipyard	Sparrows Point, Md.	17	20c	125
Black Diamond Coal Mining Company ³	Alabama	8	..	220
Black Mountain Coal Corporation ⁴	Harlan, Ky.	15	16	500
Bohn Aluminum and Brass Corporation.....	Adrian, Mich.	23	23	300
Budd Wheel Company.....	Detroit, Mich.	3d	6	2,000
Carnegie-Illinois Steel Corporation—Irvine Works...	Clairton, Pa.	9	..	230
Carnegie-Illinois Steel Corporation.....	Gary, Ind.	20	22	2,000
Chrysler Corporation—Dodge main plant.....	Detroit, Mich.	14	15	600
Chrysler Corporation—Dodge truck plant.....	Detroit, Mich.	14	14	650
Chrysler Corporation—Dodge truck plant.....	Detroit, Mich.	20	21	527
Chrysler Corporation—Dodge truck plant.....	Detroit, Mich.	15	16	650
Commercial Solvents Corporation.....	Peoria, Ill.	21	..	n.a.
Curtiss-Wright Corporation.....	St. Louis, Mo.	2	..	108
Defense Plant Corporation ⁵	Tonawanda, N. Y.	20	..	150
Detroit Steel Products Company.....	Detroit, Mich.	24	25	60
Detroit Steel Products Company.....	Detroit, Mich.	25	..	500
Eaton Manufacturing Company.....	Vassar, Mich.	15	..	500
Federal Shipbuilding and Drydock Company.....	Kearny, N. J.	8	10	400
Ford Motor Company—River Rouge plant.....	River Rouge, Mich.	10	..	94
General Motors Corporation—Detroit Diesel Engine Division.....	Detroit, Mich.	13	13	100
Marinship Yards.....	Sausalito, Calif.	17	17	100
Martin-Parry Corporation.....	York, Pa.	18	..	e
Midland Steel Products Company.....	Detroit, Mich.	22	..	1,400
Owosso Metal Industries.....	Owosso, Mich.	2	..	n.a.
Packard Motor Car Company.....	Detroit, Mich.	30	30	260
Railway Fuel Company ⁶	Parrish, Ala.	8	14	550
Republic Steel Corporation ⁷	Alabama	8	..	200
Sterling Motors Corporation.....	Los Angeles, Calif.	8	9	14
St. Johns River Shipbuilding Company.....	Jacksonville, Fla.	23	25	15,000
United Brass and Aluminum Manufacturing Co.....	Port Huron, Mich.	3	7	n.a.
United Engineering and Foundry Company.....	Vandergrift, Pa.	27	..	200
Woodward Iron Company ⁸	Mulga, Ala.	13	14	550
X-L Brass Company.....	Bronx, N. Y.	7	10	18
Miscellaneous				
Armour and Company of Delaware.....	South St. Joseph, Mo.	21	21	500
Blue Motor Coach Lines.....	Louisville, Ky.	30	..	22f
Building maintenance employees.....	New York, N. Y.	22	25	700
Cincinnati Gas and Electric Company.....	Cincinnati, Ohio	27g	..	650
Maintenance employees ⁹	Toledo, Ohio	15	..	300
New York Central Railroad Company.....	Detroit, Mich.	28	..	350
Pacific Electric Railway Company.....	Los Angeles, Calif.	24	26	2,600
Paramount Building ¹⁰	New York, N. Y.	9	10	30
Truck drivers ¹¹	Rhode Island	26	..	1,000
WIAP ¹²	Lexington, Ky.	16	21	n.a.

¹Incomplete report based on available material published in the press.

²Gorgas Mine.

³Blue Creek Slope.

⁴Kenvir Pit.

⁵Expansion project at E. I. duPont de Nemours & Company.

⁶Parrish Slope Mine.

⁷Virginia Coal Mine.

⁸Mulga Mine.

⁹Employed in Toledo's public school buildings. 65 schools closed as a result of the strike.

¹⁰Cleaning women.

¹¹48 trucking concerns tied up.

¹²Involved several technicians and announcers of this radio station.

aStarted during week of September 13.

bAffected 112 manufacturers.

c52 returned on September 18; the rest returned on September 20.

d300 walked out on September 3. They were joined by 1,700 on September 4.

eSeveral hundred.

fTransportation between Louisville and suburban points tied up. Only two drivers were working.

gWalkout spread on September 28 to workers at a Hamilton, Ohio, sub-station, and a subsidiary at Middletown, Ohio, as well as across the Ohio River to the Union Light, Heat and Power Company at Covington, Ky.

n.a.Not available.

Chronology of Events affecting Labor Relations, September 1 to September 30

September

- 1 *CIO Opens Political Campaign*—Chairman of committee on political action of CIO, Sidney Hillman, announces that committee has decided to start as its first project a national campaign to have 5 million members and all adult members of their families register for 1943-44 elections.
- 2 *Hodcarriers Sued*—James H. McCann, President of Local No. 17, brings civil suit for damages of \$637,439.56 against officers of the International Hod Carriers, Building and Common Laborers Union of America (AFL) in Supreme Court of Ulster County, N. Y. Suit seeks recovery of funds alleged to have been misappropriated by the international officers of union, including Samuel Nuzzo, now under a prison sentence of 10 to 20 years for stealing union funds.
- 4 *Manpower Control Program Set Up*—Director Byrnes of Office of War Mobilization announces manpower program affecting Pacific coast area providing "for the setting up of operating machinery for the flexible and continuing adjustment of manpower and production in accordance with the changing needs of our strategy."
- More Coal Mines Returned to Owners*—Government returns 369 additional bituminous mines to owners, bringing the number so far returned to 549. Still in possession of the government are 2,829 mines.
- 6 *Boeing Wage Scale Raised*—In the attempt to solve manpower problem in Boeing plant, War Labor Board approves job classification and wage rate schedule containing increases for nearly 75% of company employees. Starting rate increased from 67¢ to 82.5¢.
- 8 *Colorado "Labor Peace" Law Upheld*—District Court in Denver upholds constitutionality of most sections of state's "labor peace" law calling for strict control of all unions in the state. Only a provision requiring unions to incorporate was ruled unconstitutional.
- 9 *Coast Aircraft Workers Again Deferred*—To avoid aggravating already critical labor shortage in Pacific coast aircraft plants, Selective Service System defers for another sixty days induction of aircraft production workers in California and Washington State.

Facilitating Red Cross Blood Donations

To facilitate blood donations by employees of the Crosley Corporation, Cincinnati, Ohio, a "Red Cross Blood Donor Service" has been set up in the personnel department. This service makes appointments for blood donations and arranges for transportation to Red Cross blood donor headquarters.

Approximately 1,500 Crosley employees have pledged at least one pint of blood for plasma, more than half of these persons having already made one donation. The company has publicized effectively to its employees the fact that their donations of blood thus far would fill more than six standard-size barrels.

- 11 *British Trade Unions Make Demands*—The powerful British Trades Union Congress proposes "the Four Decencies" as essential to worker well-being: a decent home, a decent job, a decent education, and a decent social security.
- 15 *Soldiers Pay Dues to Save Crops*—Soldiers who volunteered for work in southern New Jersey canning factories during recent acute labor emergency were required to pay 25¢ a week to the Meat and Cannery Workers Union, it is announced.
- Late Workers Penalized*—Commandant of Brooklyn Navy Yard orders that any employee who reports for work late not be allowed to start work until the next hour and thus lose an hour's pay.
- Union Recommends Incentive Plan*—In its annual convention, the United Electrical, Radio and Machine Workers of America (CIO) went on record approving the form of incentive pay in vogue universally in Soviet Russia.
- 20 *Canada Further Freezes Labor*—Labour Minister announces manpower regulations practically amounting to freezing male workers in "A" and "B" priority industries. Men in these categories may not be released by their employers and may not give notice of separation to their employers without obtaining the written permission of a Selective Service officer.
- 22 *Union Membership Clause for Life of Pact Only*—The Shipbuilding Commission of WLB rules that if the board orders renewal of maintenance of membership provision of a union contract the renewal must contain a 15-day "escape" provision if the union's maintenance clause in the expiring contract was inserted for the duration of the original agreement.
- 23 *Illinois Mine Owners Reach Pay Agreement with Lewis*—Agreement reached whereby all miners would be increased by the amount of \$8.75-\$10 per week for an 8½-hour instead of 7-hour basic day and certain other paid features. Agreement must be ratified by WLB before it becomes effective.
- Court Forbids Boycotting*—In a case pending in a Federal Court for eight years, an injunction is granted restraining Local 3 (NYC) of the International Brotherhood of Electrical Workers, AFL, from boycotting in New York products manufactured by eleven large equipment companies outside the city. Union indicates that case will be appealed.
- 25 *Union Precedent Established*—Breaking former precedent, four women shipyard workers, each with a man in her immediate family in the Armed Forces, sit as union delegates at ninth annual convention of Marine and Shipbuilding Workers of America (CIO).
- Rail Wage Report Goes to President*—Emergency board, created to consider case of 600,000 railroad operating employees demanding wage increase, submits report to President. Original demand was for 30% increase.
- 29 *Women Swell Union Membership*—Secretary of National Women's Trade Union League states that there are now more than 3 million women in unions compared with 245,000 in 1940.